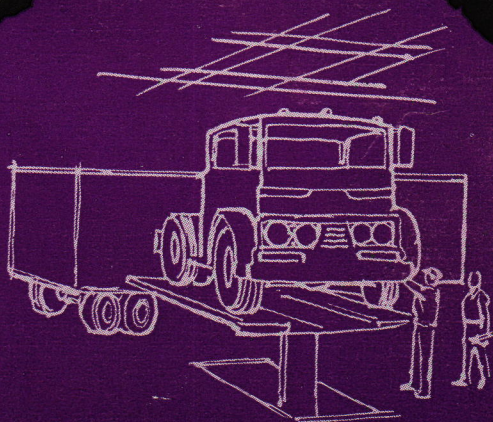
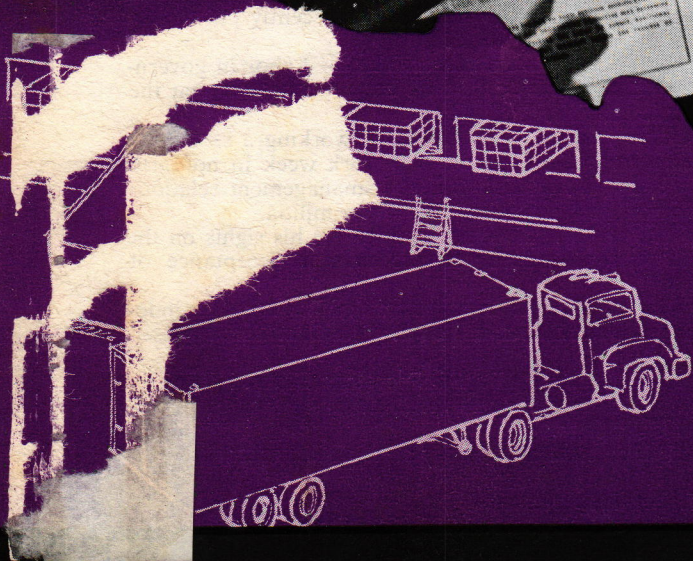
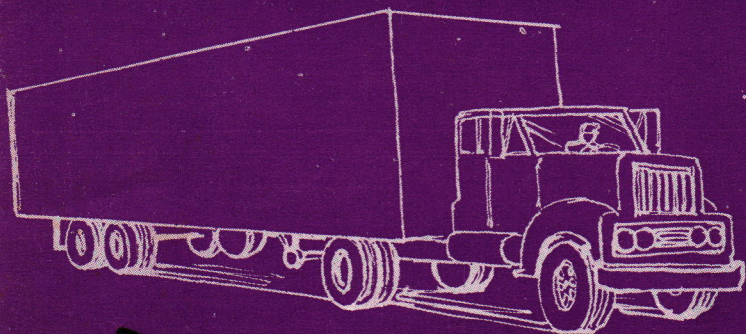


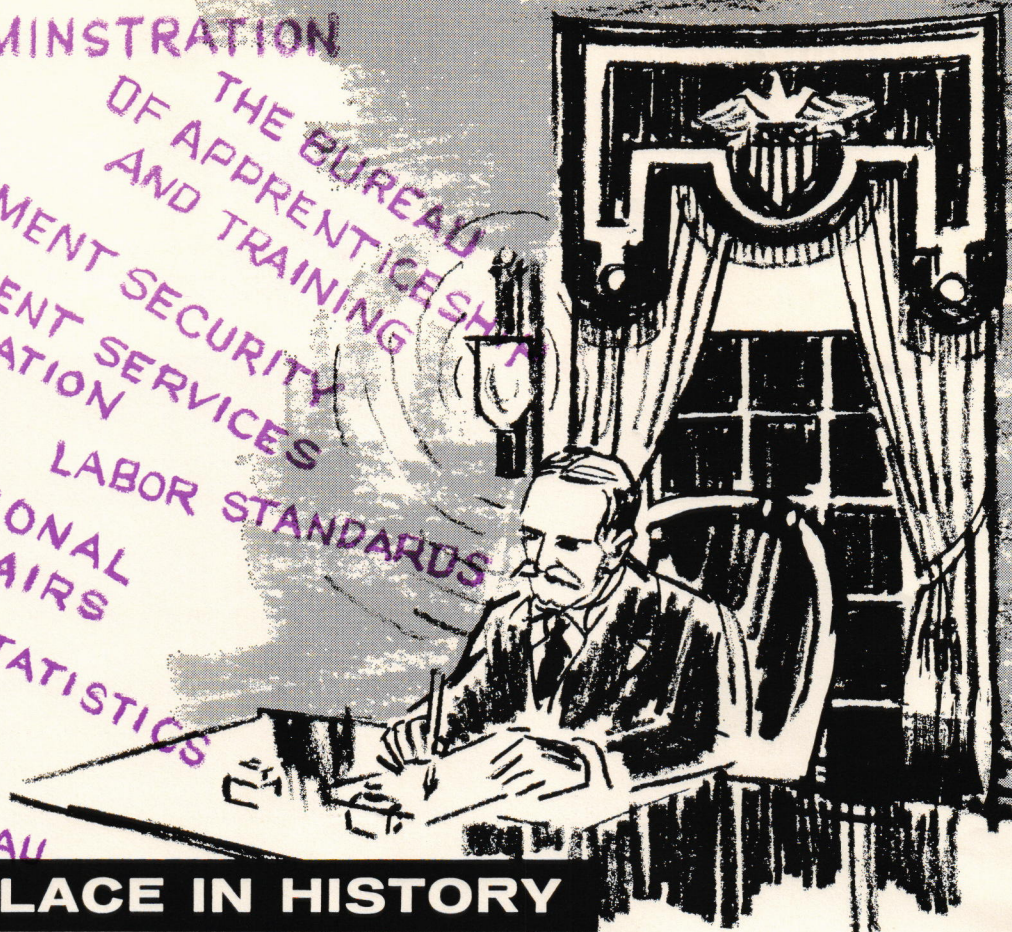
THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

FEBRUARY, 1967



National Freight Talks Opened in Washington . . . see page 9

MANPOWER ADMINISTRATION
 THE BUREAU OF APPRENTICESHIP
 AND TRAINING
 EMPLOYMENT SECURITY
 LABOR MANAGEMENT SERVICES
 ADMINISTRATION
 LABOR STANDARDS
 INTERNATIONAL
 LABOR AFFAIRS
 BUREAU OF LABOR STATISTICS
 WAGE,
 HOUR AND
 PUBLIC CONTRACTS
 DIVISION
 WOMEN'S BUREAU



LABOR'S PLACE IN HISTORY

Merging Commerce and Labor

THE working man and woman's place in history was a subject of a proposal by President Lyndon B. Johnson in his State of the Union address to Congress last month when the President proposed that the Departments of Commerce and Labor be combined.

Labor historians were quick to remember the long struggle labor had to achieve Cabinet status in the first place. Perhaps, it was recollection of that struggle which caused labor to react "cautiously" to the President's suggestion that it now be taken away.

The Labor Department, as an independent, cabinet-ranking agency, goes back only half a century. It attained that status in 1913 after many years of playing less than second fiddle to other government agencies and only after a determined fight by the labor leadership.

In the 19th Century neither government nor courts paid much attention to problems of workers except to put down strikes, sometimes with a harsh hand. At first a Bureau of Labor was set up in the Department of the Interior. Then it existed as an independent agency under a Commissioner of Labor. Eventually it was shifted in 1903 as a bureau to what was then called the Department of Commerce and Labor. Despite the joint title, the position of Labor, as Secretary of Labor Willard Wirtz recently put it, was that of a very "junior partner."

About this time, Samuel Gompers pitched into the battle to upgrade the position of Labor in government. He was joined by Rep. William B. Wilson, from Pennsylvania, who had been a coal miner at the age of nine and was former secretary-treasurer of the National Union of Miners.

The time was ripe for labor to assert itself. One in every three steelworkers was working a seven-day week: two out of five were working 70 hours and longer each week. The average work week in nonfarm industries was about 51 hours with some industries averaging longer hours. Labor-management relations were bitter with outbursts of strikes and frequent savage reprisals by police and State militia.

"In this industrial environment," says a historian of the period, "Samuel Gompers set his sights on the overall goal of community acceptance for the worker, declaring his dedication to achieve acceptance of labor within American society as a 'legislative social group.'"

His efforts were successful in 1913. Congress voted to establish the Department of Labor as an independent, cabinet-ranking department of the government. But the battle was not over. President Taft opposed the legislation.

On March 3rd, the day before Taft was to leave office, Gompers and AFL Secretary Frank Morrison, accompanied by Governor William Sulzer of New York, called on Taft and urged him to sign the bill. Taft still hesitated, and the three men left, still uncertain of his intentions.

Yet, dramatically, that night between midnight and three a.m. at the very start of Inauguration Day 1913, Taft signed the bill.

That was the dramatic beginning of a hard-won Labor Department.

Today it employs 9,000 workers and has a budget of more than \$800,000,000. It administers numerous phases of national labor relations law and administers such bureaus as the Manpower Administration, the Bureau of Apprenticeship and Training, the Bureau of Employment Security, the Labor-Management Services Administration, the Bureau of Employees' Compensation, the Bureau of International Labor Affairs, the Bureau of Labor Standards, the Bureau of Labor Statistics, the Wage and Hour and Public Contracts Division, and the Women's Bureau.

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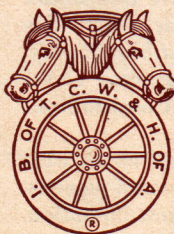
February, 1967

A SPECIAL REPORT: On Page 2

Roundup of Editorial Opinion, And Report on Justice Dept. Reports on Bugging, Eavesdropping	
Hoffa Asks Supreme Court for Rehearing <i>Brief cites evidence of bugging, wiretapping</i>	6
Freight Negotiations Kicked Off in Washington <i>Hard bargaining on master freight Feb. 8th</i>	9
IBT General Executive Board Holds Quarterly Meet <i>Attends to regular housekeeping chores</i>	11
IBT Executive Board Backs Pension Portability <i>Asks affiliates to work out agreements</i>	13
Teamsters Win 7,000 Pan American Workers <i>Airline division awaits certification</i>	14
First Pact Signed at Bird & Son <i>Agreement best in company's history</i>	16

A SPECIAL REPORT: On Page 25

Pressure Mounts for Probe
Of Practices Report in
Auto Insurance Industry



The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Nation Editorial Finds Fault with Hoffa Decision

(EDITOR'S NOTE: The following editorial appeared in the January 2, 1967 edition of the *The Nation* magazine, and is reprinted here with permission of the editors.)

From time to time the Supreme Court fails to bring its full resources to bear on an important issue, usually with the result that the issue is not properly settled and returns to haunt the Court in the future. The Hoffa decision belongs in this category. Two Justices, White and Fortas, did not

participate in the decision. Justices Clark and Douglas would not have granted the writ of *certiorari* in the first place. The lower and intermediate appellate courts had found that the government had not planted an informer on Hoffa; Justices Clark and Douglas would have let the matter rest

on this finding and for that reason took no part in the proceedings. The result was a 4-to-1 decision in which only the Chief Justice, to his credit, saw and met the issue squarely. Before discussing this issue, it should be kept in mind that the Court consented to review only one aspect of the case, namely, whether evidence obtained by means of deceptively planting a secret informer in the quarters and councils of the defendant during the trial violated his rights under the Fourth, Fifth and Sixth Amendments. The Court did *not* review the question of what effect the barrage of anti-Hoffa publicity, much of which had been stimulated by the Attorney General, had had upon his right to a fair trial. And the Court did *not* pass on the question of the effect the government's intensive electronic surveillance of the defendant and his counsel had on "the right to counsel" (see "The Hoffa Trial" by Fred J. Cook, *The Nation*, April 27, 1964).

The question, then, came down to this: Edward Grady Partin, a local official of the Teamsters, against whom serious charges (embezzlement, kidnapping and manslaughter) were pending in the state and federal courts, was admittedly a government informer when he visited Hoffa and volunteered to aid him during the trial. Partin was paid by the government for the incriminating evidence he supplied and for the almost daily reports he furnished the prosecution of what was going on in the defense headquarters. Nevertheless, four members of the Court decided that since Partin had actually testified on direct examination only to matters which Hoffa had said outside the presence of his attorneys, the right to counsel had not been infringed. As Justice Stewart put it, "Partin did not enter the suite by force or by stealth. He was not a surreptitious eavesdropper." In brief, the Fourth Amendment offers no protection against misplaced confidence.

(Continued on page 3)

Other Editors Say:

THE HOFFA DECISION

IN upholding the conviction of Jimmy Hoffa, the United States Supreme Court, by the narrowest margin possible, has given its judicial blessing to evidence bought and paid for by the Justice Department.

Hoffa was convicted solely and completely on the testimony of Edward Grady Partin, himself in trouble with the law on a kidnapping charge, who became a government spy and stool pigeon, prostituting his trade union connections for 30 pieces of silver.

During the course of the 1962 Nashville trial, Partin was under federal indictment; and part of the bargain seems to have been the dropping of this indictment—for to this day he has not been brought to trial on the charges contained in the indictment.

One of the specious arguments advanced by Justice Potter Stewart in upholding the conviction was that Hoffa, because he knew Partin, invited him into his hotel during the course of the trial and that this demonstrated ingenuity on the part of the FBI rather than a violation of Hoffa's constitutional rights to privacy under the Fourth Amendment and the right to consult his counsel without outside surveillance. To argue thusly, as did Justice Stewart, is to likewise compliment the ingenuity of FBI electronics experts on their clever planting of bugging devices—the olive transmitter in a martini glass, the tiny microphone in a picture frame, etc. (See "Big Brother Government" by Senator Edward V. Long, *Labor Today*, June-July, 1965.) In other words, this is to argue that the more clever the subterfuge, the more ingenious the gimmick, the more Constitutional the tactic.

This kind of distorted argumentation and the decision itself opens wide the door to the police state. This is the green light to spies, stool pigeons, informers and to electronic snooping and wire-tapping without limitation. No organization, be it political, fraternal or civic, can declare itself safe from the inquisitorial nose and ears of some Washington bureaucrat who on his own initiative, and without due process, can listen in on any meeting or get-together, or, if he chooses, family gatherings in the privacy of the home.

In the interests of Constitutional justice, the Supreme Court should take immediate steps to hold a rehearing of the case and condemn "stool pigeon" convictions based solely on the purchased evidence of informers and to thereupon speedily reverse its decision in the Hoffa case. Should the Court fail its responsibilities in this matter, then we would urge President Johnson, for the same reasons, to grant Jimmy Hoffa a full and unconditional pardon.

(Reprinted from *Labor Today*, December, '66, January, '67, issue.)

While this reasoning is clear enough, it places such a narrow interpretation on "the right to counsel" as to make a mockery of that right.

The Chief Justice, who as district attorney of Alameda County had occasion to rely on the testimony of some extremely unsavory informers, lashed out at Partin's role in the Hoffa prosecution. Partin's motive, the Chief Justice said, for being an informer was "his strong desire to work his way out of jail and out of his various legal entanglements with the state and federal governments." Partin, he noted, had "been uniquely successful in satisfying that motive. . . . In the four years since he first volunteered to be an informer against Hoffa, he has not been prosecuted on any of the serious charges for which he was at that time jailed, and the state charges seem to have vanished into thin air." The Chief Justice said of Partin:

This type of informer, and the uses to which he was put in this case, evidence a serious potential for undermining the integrity of the truth-finding process in the federal courts. Given the incentives and background of Partin, no conviction should be allowed to stand when based heavily on his testimony. And that is exactly the quicksand upon which these convictions rest, because without Partin, who was the principal government witness, there would probably have been no convictions here. Thus, although petitioners make their main arguments on constitutional grounds and raise serious Fourth and Sixth Amendment questions, it should not even be necessary for the Court to reach those questions. For the affront to the quality and fairness of federal law enforcement which this case presents is sufficient to require an exercise of our supervisory powers.

In another case which also involved a Teamster official (Dave Beck), Justice Douglas had occasion to say in the course of a dissenting opinion: "This case shows the need to make as sure as it is humanly possible that one after whom the mob and public passions are in full pursuit is treated fairly." The majority opinion on the Hoffa case may be technically sound, but the Chief Justice's indignant dissent will convince most thoughtful persons that Hoffa was not fairly treated. The precedent which the majority opinion establishes—if it is permitted to stand—will surely return to haunt the Court in the future.

Was Hoffa's Trial Fair?

(EDITOR'S NOTE: The following excerpts are from an editorial appearing in the December 14, 1966, issue of the Richmond Times-Dispatch.)

Without having the least sympathy for Jimmy Hoffa, it is fair to say that his conviction for jury tampering—upheld by the Supreme Court on Monday—was based upon the acceptance of highly questionable and rather sordid tactics by the Justice Department. Had the same tactics been employed against almost anyone else, it is probable that the professional bleeding hearts would have screamed foul play and the Supreme Court—which has bent over backward of late to protect the rights of the accused—might well have dismissed the incriminating evidence as inadmissible.

Hoffa's conviction rested almost entirely upon the damning testimony of a single witness: Edward G. Partin, a minor New Orleans Teamster official who was hired, shortly before the trial, by Bobby Kennedy's "Hoffa Brigade." Partin was persuaded to volunteer his services as a bodyguard and handyman for Hoffa during the trial period, but in fact to serve as a spy and informer, gathering evidence which the Justice Department could use against Hoffa.

In other words, Partin was working for Bobby Kennedy as a human wiretap or "bug"—a fact of considerable interest in view of Bobby's current dispute with J. Edgar Hoover, in which the former attorney general has staunchly insisted that he never approved of the FBI's use of such de-

vices while he was the nation's top lawman.

In any event, Partin did what was expected of him. He testified in the courtroom that Hoffa had told him of several attempts to bribe members of the jury. Hoffa, of course, denied the charge, and the case essentially boiled down to which man's word the court would accept. It accepted Partin's, and so now has the Supreme Court, indirectly, by ruling that his testimony was admissible.

. . . Over a period of nearly a quarter of a century, Partin had accumulated an almost incredible list of indictments and convictions, including kidnaping, rape, embezzlement, falsification of records, breaking and entering, forgery, arms smuggling, manslaughter and—perhaps worst of all, since the court accepted his word over Hoffa's—perjury.

Just prior to his enlistment as a Justice Department decoy and informer, Partin was facing a 26-count indictment on a string of charges far more serious than those levelled against Hoffa. But in the several years since Partin served as the Justice Department's star witness against Hoffa, the "feds" have strangely neglected pressing their case against Partin. Was Partin's freedom the price Bobby Kennedy had to pay to get Hoffa? If so, the butcher's thumb has been tampering with the scales of justice.

Another Wiretapping Confession

The Justice Department disclosed another instance of electronic eavesdropping last month.

In a memorandum to the 1st U.S. Circuit Court of Appeals in Boston, the Department said the conversations of Louis J. Taglianetti, 64, of Warwick, R.I., were monitored by FBI agents from 1962 to 1965 "at the place of business of a close business associate."

Taglianetti, who according to the memorandum was overheard in the course of an organized crime investigation, is appealing a seven-month prison sentence and \$3,000 fine for

evading personal income taxes for 1956 through 1958.

The Department's admission followed the pattern of other voluntary disclosures stemming from a review of Government "bugging" activities begun two months ago. Taglianetti is the eighth defendant to benefit in some degree from disclosures volunteered by the Government. All involved tax cases.

Mitchell Rogovin, chief of the Department's Tax Division, asked the appellate court to send the Taglianetti case back to a trial court in Providence solely for a hearing on whether the bugging tainted the conviction.

Justice Department Memorandum Reveals Another Case of Eavesdropping

(EDITOR'S NOTE: By the direction of acting Attorney General Ramsey Clark, the Justice Department has appeared before the Supreme Court to reveal instances of wiretapping and electronic surveillance in the prosecution of certain persons. One such supplemental memorandum

was filed recently in the case of Joseph F. Schipani, and is reprinted here en toto to inform our readers of the kind of instances in which illegal wiretapping was used to secure convictions during the time Robert Kennedy was Attorney General of the United States.)

OCTOBER TERM, 1966

No. 504

JOSEPH F. SCHIPANI, PETITIONER

v.

UNITED STATES OF AMERICA

SUPPLEMENTAL MEMORANDUM FOR THE
UNITED STATES

After a non-jury trial in the United States District Court for the Eastern District of New York, petitioner was convicted on five counts charging him with willfully attempting to defeat and evade income taxation for the years 1956 through 1960. He was sentenced to three years' imprisonment and fined \$12,500. The conviction was affirmed by the court of appeals. 362 F. 2d 825. A petition for a writ of certiorari was filed on August 29, 1966. The government filed a memorandum in opposition to the granting of the petition on September 30, 1966, and certiorari was denied by this Court on November 7, 1966. As yet no petition for rehearing has been filed, and under Rule 58(1) of this Court the time within which to file a petition for rehearing, if not extended, will expire on December 2, 1966.

In light of this Court's continuing jurisdiction over the cause, we submit this supplemental memorandum to advise the Court of the information set forth below and to suggest the appropriate disposition.

1. Petitioner kept no books, furnished no explanation of his failure to file returns and adduced no proof at trial. The government's proof was based on the networth method; the sufficiency of that proof to support the district court's findings was the primary issue presented by the petition. The facts developed at trial and the applicable law are set forth in the government's memorandum in opposition.

2. Since November 21, 1966, the following additional facts have come to the Solicitor General's

attention:

(a) In response to a memorandum of October 24, 1966, from the Tax Division of the Department of Justice,¹ the Federal Bureau of Investigation informed the Acting Attorney General, by memorandum of October 28, 1966, that, although petitioner was not the subject of direct electronic surveillance by agents of the F.B.I., he was a participant in various conversations electronically monitored on a number of occasions in 1961. The microphone was installed, by means of a trespass, at a place of business where petitioner and others frequently met. It was believed by the F.B.I. that this establishment was being utilized for purposes connected with organized crime. The Federal Bureau of Investigation, acting on the basis of the Departmental authorization as previously described at pages 2 - 3 of the Supplemental Memorandum for the United States filed in *Black v. United States*, Oct. Term, 1965, No. 1029, approved the installation here in question.

(b) The substance of the monitored conversations involving petitioner and others was recorded in logs kept by the F.B.I. agents who conducted the electronic surveillance, and was reflected in various F.B.I. reports which came to the attention of those in charge of investigating and prosecuting petitioner for possible tax violations. The reports did not disclose the manner in which the information contained therein had been obtained. Following receipt of the F.B.I.'s memorandum of October 28, 1966, noted above, attorneys of the Department of Justice obtained the relevant F.B.I. logs and examined them in detail in order to make an informed judgment about the matter.

3. Unlike the situation in *Black v. United States*, we cannot say in the instant case that none of the evidence used by the government at petitioner's trial was obtained, either directly or indirectly, from

¹ The memorandum of October 24 was written in connection with the review program described in paragraph 4, *infra*.

an improper source. Some of the material in the F.B.I. reports (which were based in part on the electronic surveillance) provided investigatory leads and other information used in proceeding against petitioner. Since there was material evidence against petitioner which was tainted, his conviction cannot stand, and no purpose would be served here in having the district court conduct a collateral hearing, such as was suggested by the government in its memorandum in *Black*.² We concede, moreover, that petitioner would have standing to object to the introduction of the evidence obtained as a result of the electronic surveillance. Although he was not the owner of the establishment under surveillance, he was at least an "invitee" on the premises within the meaning of *Jones v. United States*, 362 U.S. 257.

4. In view of this Court's supervisory role in the federal judicial system, the Department of Justice believes it appropriate to apprise the Court of its policy in regard to electronic surveillance of the kind here involved. Present governmental practice, adopted in July 1965 in conformity with the policy declared by the President on June 30, 1965, for the entire federal establishment, prohibits such electronic surveillance in all instances except those involving the collection of intelligence with respect to matters affecting national security. Such intelligence data will not be made available for prosecutorial purposes, and the specific authorization of the Attorney General must be obtained in each instance when the national security exception is sought to be invoked.³

Recognizing its obligation not to use evidence ob-

² Following the issuance of the Court's order denying certiorari in this case, the United States Attorney for the Eastern District of New York was advised not to have petitioner apprehended to commence serving his sentence, and petitioner has not in fact been incarcerated.

³ A memorandum of the Acting Attorney General of November 3, 1966, addressed to all United States Attorneys, summarizes the Department's policy in this regard as follows:

This Department must never proceed with any investigation or case which includes evidence illegally obtained or the fruits of that evidence. No investigation or case of that character shall go forward until such evidence and all of its fruits have been purged and we are in a position to assure ourselves and the court that there is no taint or unfairness. We must, also, scrupulously avoid any situation in which an intrusion into a confidential relationship would deny a fair hearing to a defendant or person under investigation.

tained in violation of a defendant's protected rights in any criminal prosecution, the Department has initiated a program to discover prior instances in which this may have occurred. An extensive review is presently being conducted in order to determine the instances in which there might have been monitoring affecting a case which has been brought to trial.⁴ Reports of the results of this continuing review are being sent to the Acting Attorney General. Similarly, a careful review of pending and prospective prosecutions is being conducted by the Department for the purpose of determining what other cases might fall within this category. This will necessarily be a time-consuming process but will be diligently pursued to completion. The government will promptly notify the appropriate court when any material discovery is made.⁵

5. In light of the foregoing, and in view of this Court's decision and *per curiam* opinion in the *Black* case, we suggest that the Court vacate its order denying certiorari, grant certiorari, vacate the judgment of the court of appeals, and remand the cause to the district court for a new trial, should the government seek to prosecute petitioner anew.⁶

Respectfully submitted.

THURGOOD MARSHALL,
Solicitor General.

NOVEMBER 1966.

⁴ As the instant case illustrates, problems in this regard may still arise in cases in which some investigation was conducted prior to July 1965.

⁵ Action similar to that taken in the *Black* case and in this case has been taken by the government in *DeNiro, et al, v. United States*, pending on appeal, Nos. 17,053-17,055, C.A. 6, where the government suggested that the Sixth Circuit remand the cases to the district court.

⁶ On November 29, 1966, while preparing to file this memorandum, we learned that agents of the Alcohol and Tobacco Tax Division of the Treasury Department had engaged in electronic surveillance of another establishment frequented by petitioner. Logs were not maintained and we are unable at this juncture to provide a full statement of the relevant facts. Although our information is incomplete, it appears that the surveillance lasted for a brief period and that no relevant information relating to petitioner was obtained. Investigation of this matter will be continued and no further prosecution of petitioner will be instituted in advance of its completion. Since, however, the facts stated in the text of this memorandum call, without more, for the disposition which we are suggesting, we are filing the memorandum without further delay. In the event that the government should seek to proceed further against petitioner, all additional information which we obtain will be made known to the district court.

Wiretapping, Bugging Charged

Appeal for Rehearing by Supreme Court Cites New Evidence of Government Eavesdropping

ATTORNEYS for James Hoffa filed with the U.S. Supreme Court Jan. 26th a motion for relief because of government wiretapping, electronic eavesdropping and other intrusions leading to his conviction on jury-tampering charges.

Nineteen affidavits were presented to the high court to show that the Justice Department hired an informant to tap Hoffa's phone and the phones of his attorneys at his hotel suite in Chattanooga, and also to eavesdrop on the jury before which Hoffa was being tried.

Hoffa's petition requested that the Supreme Court consider directing the U.S. Solicitor General to respond to the motion's allegations, and if the government response supports the allegations, that the court vacate its judgments and remand the case back to the U.S. District Court with instructions to either dismiss the indictments or direct a new trial.

Among the affidavits were those by:

—Benjamin D. Nichols of Heiskell, Tenn., who swore that Walter Sheridan, former Justice Department official working under the direction of the then U.S. Attorney General, Bobby Kennedy, instructed Nichols to place radio transmitters in Hoffa's hotel suite during the 1964 trial, bug

all the phones used by the Hoffa entourage, and to put microphones under the mattresses of jurors quartered in a nearby hotel.

—Bernard B. Spindel of Kent, N.Y., an electronics expert familiar with wiretapping and eavesdropping techniques, swore that Nichols was fully capable of carrying out the bugging duties which he claimed he did.

—Alfred Nelson Paden, captain of police in Huntington, W.Va.; Albert P. Cole of Ashland, Ky., an experienced private investigator; and Herman A. Frazier, a retired chief of detectives for the Huntington, W.Va., police department—all of whom were acquitted on charges of attempted jury tampering in the Hoffa case—who in separate affidavits swore that Walter Sheridan played tape recordings of Hoffa's conversations in an effort to win their "cooperation" in putting Hoffa behind bars.

(Paden and Frazier even stated that, suspecting their phone conversations were being tapped by Sheridan, they used a fictitious name, "Armentrout," in their conversation. Later, when Sheridan asked them who "Armentrout" was, Paden advised Kennedy's representative that "Armentrout" was "a product of my imagination, created for the sole pur-

pose of proving that our phones were tapped." Sheridan did not deny Frazier's accusation that Sheridan had been tapping their phones.)

Numerous other affidavits swear that:

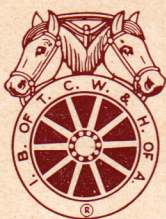
—John Hooker, Sr., of Nashville, Tenn., a special prosecutor in the Hoffa case, admitted to a friend that government wiretapping and bugging of Hoffa and his attorneys was rampant, and added regrets that he ever participated in the case.

—Cartha D. DeLoach, assistant director of the Federal Bureau of Investigation which operates under the supervision of the Justice Department, conceded that Walter Sheridan headed extensive wiretapping operations under Bobby Kennedy.

In his affidavit, Benjamin Nichols stated that the prospect of \$200,000 reward money offered for knowledge of bugging and eavesdropping activities in the Hoffa trial was only part of his reason for coming forward. He stated:

"I have been an informer for the FBI; I have tapped many telephone wires and performed many functions for the FBI; I have even stolen for the FBI in conjunction with other agencies that required such service . . . I feel that I have been a captive of the FBI. . . ."

From The



FIELD

Several Teamsters Retire in West

Several Teamsters Union officers who have served their local unions for long periods of time on the West Coast are exercising their retirement rights as of the close of 1966. Among them are:

John Silva, secretary-treasurer of Local 304 in San Jose, Calif., who ends a career that began 33 years ago.

Al May, one-time administrative officer at Local 533 in Reno, Nev., and more recently has served as a business representative for Local 222 in Salt Lake City.

W. C. Weatherford, a member of the executive board of Local 524 in Yakima, Wash., for the past 26 years.

N. B. Kincaid, a business representative of Local 598 in Los Angeles for 20 years.

Maynard F. Hansen, a business representative of Local 396 in Los Angeles since 1945.

Harold Staley, a business representative of Local 672 in Bremerton, Wash.

Member's Daughter Chosen 'Miss Spokane'

Terry Dawn Starr, daughter of Paula Mae Starr, a member of Teamster Local 334 in Spokane, Wash., recently was chosen "Miss Spokane" in competition sponsored by the city's Chamber of Commerce.

The mother has been a member of Local 334 since 1962 and is employed as an office worker.

Minnesota Officer Felled by Attack

Ted Norman, long-time officer of Teamster Local 546 in St. Paul, Minn., died recently after suffering a heart attack.

Norman was stricken while en route to go ice fishing. A milk driver from 1927 to 1961, Norman had served the local union as secretary-treasurer the last 5 years and previously as president of the union for 15 years.

Trucking Fundamentals Taught by Teacher

Mrs. Margaret Kubis, Brownsville, Pa., school teacher and wife of a member of Teamster Local 249 in Pittsburgh, recently devoted a study period to instructing her first-grade pupils about the funda-

mentals of the trucking industry and the part it plays in the economic structure of the nation.

Mrs. Kubis used color photo reproductions of trucking equipment to illustrate the industry in terms of load volume, distance hauling, transport costs, and so on to help the youngsters understand the importance of trucking in meeting the nation's needs.

"My husband," commented Mrs. Kubis, "is a member of Local 249 and we know the benefits provided by the Teamster local union. We are happy to be a part of this industry that plays such a great role in the economic welfare of our nation."

Pittsburgh Teamster On Safety Committee

William H. Tappe, secretary-treasurer of Teamster Local 485 in Pittsburgh, Pa., and chairman of the Teamster Joint Council 40 safety committee, recently was reelected to the School Safety Patrol Sponsoring committee sponsored by several organizations. Tappe has served on the committee for the past 12 years.

New York State Local Officer Dies

John A. Manchester, secretary-treasurer of Teamster Local 338 in Mt. Vernon, N. Y., suffered a fatal heart attack recently while on a hunting trip in the Carolinas.

Manchester had been a member of the local union for the past 32 years, serving as secretary-treasurer since 1938.

Charter Member Dies in Northwest

James R. Frazier, retired business representative of Teamster Local 788 in Mt. Vernon, Wash., died recently at the age of 60.

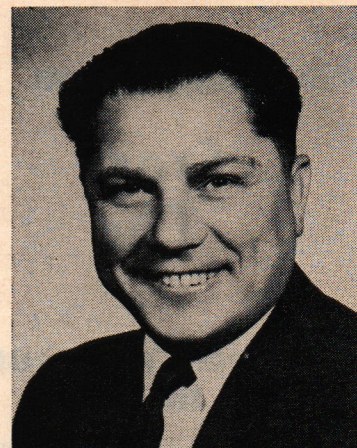
Frazier was a charter member of the local union and served as a business agent until his retirement in April, 1962.

California Officer Dies After Illness

Joe Sawyer, secretary-treasurer of Teamster Local 291 in Alameda, Calif., died recently after a brief illness. He was 45 years old.

Sawyer was a Teamster for 25 years in the Bay Area. He was the prime mover in establishing Local 291 in 1964, bringing it to a membership total of approximately 1,600.

Message of the General President



Pension Portability

THE DELEGATES to the 19th Convention of the International Brotherhood of Teamsters last July took a firm stand that negotiated pensions should be so drafted that no member lose pension credits because he changes from one job to another.

At the regular quarterly meeting of the Teamster General Executive Board in Hollywood, Florida, last month, members of that board re-emphasized the Teamster policy on pensions and urged that all affiliates of the Teamsters work to establish reciprocity among the pension trusts to insure that no one reaches the retirement age only to find that he does not qualify for pension because of lack of reciprocity from one pension trust to another.

It is imperative that those who serve as trustees of the various Teamster pension plans take seriously their obligation to the membership by working out reciprocity with other pension trusts.

There was a time in the history of our union when we had to concern ourselves with day-to-day living, that is, achieve the highest wages we could, work toward job security, seniority, union security, and other foundations necessary to building the trade union movement in this country.

Certainly those considerations are as important today as they were in the beginning. However, we have progressed to the point that we are able to provide not only for a decent standard of living today, but also we are able to provide for the retirement years of those who have given a lifetime of work to the industry. This we have achieved with negotiated pension plans, and in many instances—primarily in freight—the member can change from one job to another and take pension credits with him to the new job.

However, we fail miserably in those instances where pension trusts do not allow a worker to take pension credits from one plan to another upon the change of employment.

Our obligation here stems from trade union principle, and we need no other motivation to accomplish the wishes of the delegates to the con-

vention and the policy advocated by the Teamster general executive board.

Simply put, these pension trusts are not the personal property of reluctant trustees, but are solely the property of the rank-and-file members in the form of wages deferred for their retirement years.

However, if further impetus is needed, those who are reluctant to work for total pension portability within the Teamsters need only to look to the Congress where proposals are pending which will make reciprocity between pension trusts mandatory by law.

No one need explain how pension rights can be encumbered if politicians begin to decide how they shall be disbursed and how pension plans shall be managed.

Yet, I say it will be a sorry day for labor if it is necessary for the Congress to pass a law to insure that a man receive his pension when he reaches retirement age. That is the obligation of every union official who has any responsibility in the pension area.

Our trade union obligation is the only motivation we need, and I strongly urge all pension trustees to place a number-one priority on this order of business and see that it is accomplished as soon as possible.

A handwritten signature in cursive script that reads "James R. Hoffa".

STATE OF THE UNION

Hoffa Behind the Wheel

Negotiations Kicked Off in Washington For Master Freight Contract Renewal

NEGOTIATIONS for a renewal of the National Master Freight Agreement got underway in Washington, D. C., with Teamster General President James R. Hoffa at the helm.

Hoffa outlined the union's demands for improvements in the contract which expires March 31 and covers nearly 450,000 Teamster members employed in local cartage and over-the-road trucking. They work for approximately 16,000 trucking companies.

On hand with Hoffa was the union's negotiating committee and policy committee.

Hoffa outlined a proposal which includes demands for 25 cents increase per year in the hourly rate; an increase of one-half cent in the mileage rate, each of the three years of the agreement; an increase of \$1 per employee in weekly employer contributions for health and welfare each year; and a \$2 weekly increase in employer pension contributions the first year of the agreement and \$1 each of the two remaining years.

Also, the union proposal calls for uniformity in paid holidays at a minimum of nine per year; a vacation schedule calling for one week after one year, two after three, three after eight

years, four weeks after twelve years, and five weeks after twenty.

Demands for new provisions included such things as jury and sick leave pay, funeral pay, new standards for sleeper cabs.

Too, as previously announced, Hoffa told employers they would be negotiating with the union on safety equipment for trucks, including the anti-jackknife device, the stabilizer, and the drive-alert device.

Although no employer presented

the union with a counter-proposal, all agreed that they would have counter-demands in union hands within one week, and the first session in negotiation was set for February 8th at the Statler Hilton Hotel in Washington, D. C.

Compiled from proposals presented from approximately 375 local unions involved, the union presented nine documents to management.

One was the National Master Freight Agreement proposal, with its various supplements and riders. The

Teamster General President outlines union demands for a renewal of the national master freight agreement to employers in Washington, D.C. Looking on, extreme left, is Donald Cantlay, representative of Trucking Employers, Inc. On Hoffa's right is Lawrence Steinberg, personal representative to President Hoffa.



STATE OF THE UNION



Union representatives from local unions party to the national master freight agreement listen intently as President Hoffa lists demands for renewal of the agreement.



Union representatives at the head table, listening to Hoffa present IBT proposal (left to right): Lawrence Steinberg, General Vice President Frank Fitzsimmons, Vice President Thomas E. Flynn, and General Organizer Roy Williams.

other eight were proposals for agreements covering office employees and garage-mechanic employees for each of the four Teamster area-wide conferences.

Employers were represented either individually or by associations to whom they have given power of attorney to negotiate for them. The largest of the associations is one calling itself Trucking Employers, Inc., which claimed to represent some 1100 carriers and associations. The TEI also claimed to speak for 60 per cent of the employers involved.

The solidarity of the Teamster bargaining position was evidenced in many ways. Weeks of preparation gave Hoffa and the bargaining committee proposals which had their beginnings in local union meeting halls where rank-and-file members expressed their desires for changes and improvements in the existing agreement.

These proposals were formulated into one demand by a drafting committee, which in turn presented its

work to two representatives of each of the local unions involved in meetings held in Washington, D. C., in December. Unanimous agreement was given to the final proposal which was presented to the carriers January 17th.

As he did when the first National Freight Agreement was negotiated in Chicago three years ago, Teamster President Hoffa occupied the chairman's seat when the renewal proposal was presented to management.

At the Teamster general executive board meeting last month in Hollywood, Florida, Hoffa had reviewed preparatory work by the union for the negotiations and expressed the opinion that the talks for a new agreement can be completed without a work stoppage.

Hoffa was quick to point out that there are many difficulties to overcome, one of which includes division among the employers.

Those who witnessed the presentation of the union's demands to management in Washington, D. C., were convinced that the union position was

in good hands. Hoffa reviewed the proposal section by section, and his explanations of why each demand was included indicated that he knew the trucking industry inside and out and also knew of all labor board and court decisions which made clarification in a new agreement necessary.

Too, sitting at the table with Hoffa were Teamster representatives, veterans of the development of area-wide and national bargaining in the freight industry. Included were General Vice President Frank Fitzsimmons, of Detroit; Vice President Thomas E. Flynn, of Washington, D. C.; Vice President Murray W. Miller, of Dallas; Vice President John T. O'Brien, of Chicago; Vice President Joseph Trerotola, of New York; Vice President Dominick Calabrese, of New Jersey; Vice President Joseph Diviny, of San Francisco; Vice President George Mock, of Sacramento; and Roy Williams, secretary of the Central States Drivers Council. Teamster general organizers who specialize in freight were present.

Employer representatives, with television cameras in background, ponder the IBT proposal for contract renewal as Hoffa details union reasoning behind each demand.

The nation's press and television were there to cover the event, and Hoffa took time out to answer their questions concerning the union proposals for changes.



IBT Governing Body

Teamster General Executive Board Holds Quarterly Session

THE TEAMSTER General Executive Board held its regular quarterly meeting last month in Hollywood, Florida, performing routine house-keeping chores of the union.

Board members unanimously approved reports of both General President James R. Hoffa and General Secretary-Treasurer John F. English.

Additionally, board members passed a resolution of support for President Hoffa. The resolution was offered by Vice President Thomas E. Flynn, seconded by Vice President George Mock, and supported unanimously by the board.

Hoffa reviewed preparations for ne-

gotiations for the renewal of the National Master Freight Agreement which got underway with an exchange of proposals between the union and management January 17th in Washington, D. C.

The Teamster general president expressed confidence that the difficulties presented by multiple employer bargaining groups will be overcome and that an agreement can be worked out without a work stoppage.

Six different employer groups and 140 single bargaining employer groups will be parties to the negotiations, Hoffa said, "presenting such obstacles as one management group refusing to

sit in session attended by other groups."

In other business, the board:

1. Reviewed Teamster work stoppages throughout the country which totalled only 1,579 workers out of a membership of 1,778,090.

2. Approved a charter for the Independent Local Paper Workers in Puerto Rico, bringing to two the Teamster local unions there.

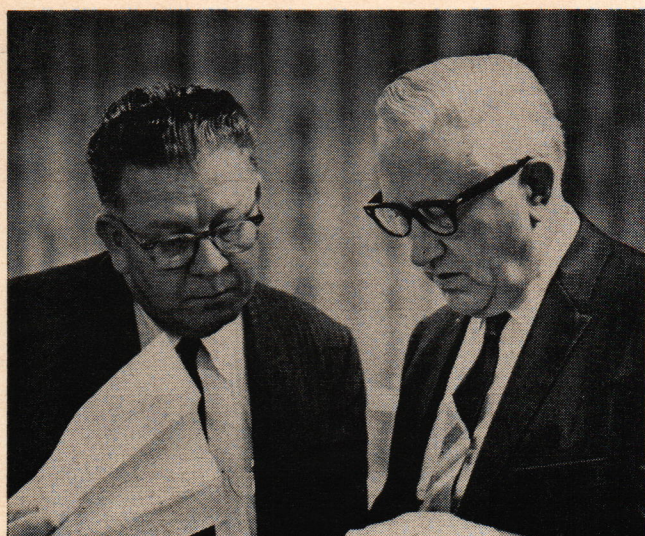
3. Adopted a resolution encouraging pension reciprocity among the negotiated pension trusts (see separate story elsewhere in this issue).

4. Approved an appropriation of \$25,000 as a matching fund with the

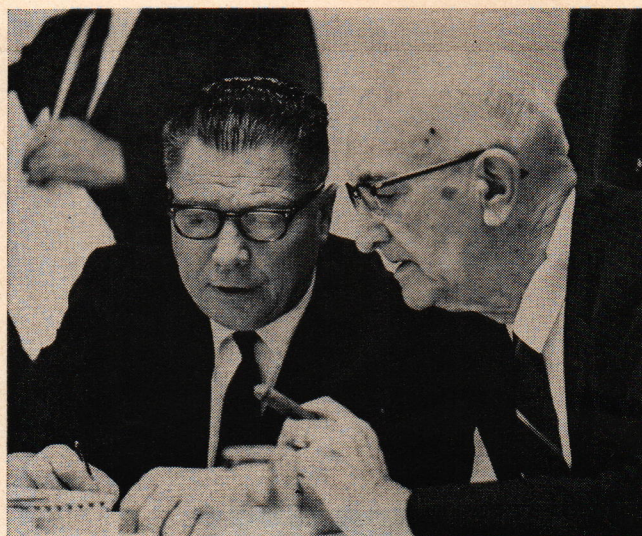
Teamster general executive board, shown in session, during its regular quarterly meeting held last month in Hollywood, Fla.



STATE OF THE UNION



General Vice President Frank E. Fitzsimmons, of Detroit, and Vice President Gordon Conklin, of St. Paul, study a strike report which shows less than 2,000 Teamsters on strike across the country.



Teamster General President Hoffa and General Secretary Treasurer John F. English, both received unanimous approval for their reports of stewardship of the union during the last quarter. Here they check membership figures.

International Longshoremen Workers Union for organizing and mutual assistance on the West Coast.

5. Approved the appointment of Walter Shea and Robert Flynn, both of the Eastern Conference; William Bufalino, president of Local 985; William McCarthy, of Local 25; and William Bender, of the IBT Communications Division as general organizers. Appointments were made by Hoffa.

Earlier general organizer appointments announced were those of George King of Local 468, Oakland, California, and Ted Merrill of Local 692, Long Beach, California.

6. Heard a legal report by Chief Labor Counsel David Previant who reviewed various court and labor board decisions in the field of labor law.

7. Heard a report from Legislative

Counsel Sidney Zagri, who reviewed prospects for both favorable and unfavorable labor legislation in the 90th Congress.

In addition to attending the sessions of the two-day general executive board meeting, the IBT vice presidents involved attended meetings at which final touches were put to proposals to be presented to management for the National Freight negotiations.

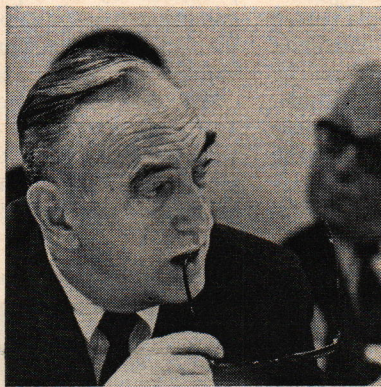
Joseph Trerotola



Einar O. Mohn



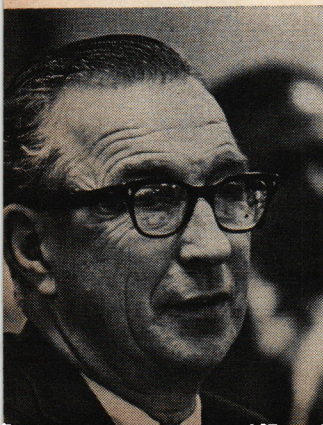
Harold Gibbons



Dominick Calabrese



Robert Holmes



Thomas E. Flynn



George Mock



Harry Tevis



IBT Pension Policy

Teamster General Executive Board Pushes for Portable Pension Rights

A POLICY of pension reciprocity received unanimous approval of the Teamster General Executive Board at its regular quarterly meeting last month in Hollywood, Florida.

Following a discussion led by Teamster General President James R. Hoffa, board members went on record in favor of working out reciprocal agreements among all negotiated pension agreements to insure that workers transferring from one job to another are not disqualified from pension benefits upon retirement.

The action by the board members implements the sense of a resolution adopted by delegates to the 19th convention of the International Brotherhood of Teamsters last July.

Hoffa outlined the problem, pointing out that lack of reciprocity between some Teamster negotiated pension plans results in some instances in disqualification.

Under the sense of the board resolution, local unions, and other Teamster affiliates, are instructed to work out agreements whereby a worker covered under one pension will take pension credits with him when he changes to a job under another pension agreement.

This type of reciprocal agreement now exists in many Teamster negotiated pension plans, primarily in freight contracts.

Hoffa declared the problem is im-

portant for various reasons. The Teamster president declared that union officials are morally obligated to see that the rank-and-file member is protected against loss of pension because of transfer of jobs. "The average Teamster member changes jobs five to six times during his working years," Hoffa said.

He also pointed out that Congress is beginning to express an interest in the area of pension reciprocity, one such bill already having been introduced by Congresswoman Martha Griffiths of Michigan. Other such bills will be forthcoming in the newly convened session of Congress. All board members were agreed that the needs of the rank-and-file will be better served if the union consummates such pension reciprocity than if such portability of pension credits are created by the government.

A model agreement was presented to board members to take back to their geographic areas of responsibility. The model draft for pension reciprocity was worked out by insurance actuaries.

Hoffa pointed out that false fears have been created concerning the question of pension reciprocity. He said that when such model reciprocity agreements are worked out with employers, no legal problems will arise, no pension trust will be affected by difficulties of another, and trustees of

the various plans will not lose control of the plans they were elected to administer.

"The danger to the rank-and-file member," Hoffa said, "comes when the trustees of a pension plan begin to look upon that plan as their own little empire. It was not created for that purpose, and this attitude must not be the reason a working Teamster is disqualified for pension benefits."

Although Hoffa estimates that it will take three years to consummate total reciprocity, he declared that it will insure pension benefits for nearly one million Teamsters, and, along with the executive board members, urged all affiliates with negotiated pension plans to begin the process of working out reciprocity with other plans and with employers.

• Warehousemen

By a better than 3-to-1 margin, employees of the Super America Div., of Northwestern Refining Co., in St. Paul, Minn., voted for representation by Teamster Local 975 in a recent National Labor Relations Board election.

Don Erickson, secretary-treasurer of Local 975, said the vote count was 7 in favor of the Teamsters, and 2 votes for the International Brewery Workers AFL-CIO.

The unit is composed of some 20 warehousemen and fork lift operators in shipping and receiving. The company warehouses service station supplies.



Photo left, Chief Labor Counsel David Previant reports on labor board decisions and court cases affecting organized labor. Photo right, Legislative Counsel Sidney Zagri reports on expectations from the recently convened 90th Congress.



Cargo and Clerical

Pan American Workers Go Teamster; Board Certification Still Pending

A significant victory over other unions seeking to represent some 7,000 cargo and clerical workers employed by Pan American World Airways was scored by the Teamsters Union by an 8-to-1 margin in a recent election con-

ducted by the National Mediation Board.

It was the second mail ballot conducted for the Pan Am workers by the NMB and the tally showed 3,091 voting for the Teamsters Union Air-

line Division, 284 for the Transport Workers Union, 137 for the Brotherhood of Railway Clerks—currently certified to represent the workers—and 5 votes for other types of representation.

The 3,091 votes for the Teamsters, plus 426 other votes, represented a majority of the employees in the unit, a voting requirement under NMB rules for a valid election. Nevertheless, the Railway Clerks have contested the election.

Henry Breen, director of the Teamsters Airline Division, said the overwhelming vote verified that Pan American workers no longer desire affiliation with the BRC.

He added: "We felt the objections to the first election, in which the Board impounded ballots and directed a second vote, were unwarranted. The latest balloting leaves no doubt as to the Pan American workers' preference."

Arbitration Victory

Airline Mechanic Restored to Job After Suffering Injury to Back

Arbitration resulting from a grievance filed by Teamster Local 986 of Los Angeles won the restoration of a job and backpay for a Western Airlines mechanic who suffered a back injury while at work in September, 1964.

The case involved Richard Gormand, a member of Local 986. After sustaining his injury, Gormand filed an application with the Workmen's Compensation Commission of California. He received a permanent partial disability award of 23 per cent and 30 days later he was awarded \$4,800 by the state.

Western Airlines terminated Gormand because of the award, and Local

986 immediately took up the case, ultimately taking it to an arbitration hearing.

Representing Gormand and union was Marshall Ross, attorney, who argued that Gormand's disability—while creating some discomfort—in no way affected his ability to perform his regular duties.

The company's position was that Gormand, without question, was disabled and that his disability restricted his work ability.

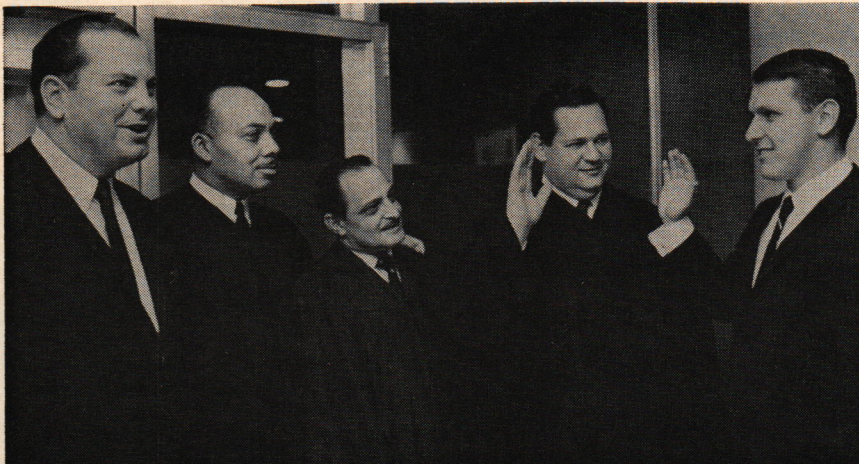
The arbitrator ruled that Gormand should be reinstated to his job with fully restored seniority and be made whole for lost wages in the amount of \$3,727.

Seattle Local Wins Case at Lumber Firm

Pioneer Lumber Treating Co., Inc., of Seattle, Wash., engaged in a four-fold violation of the Act in opposing organizational efforts among its employees by Teamster Local 174, said the National Labor Relations Board in a recent ruling.

Agreeing with the trial examiner, the Board unanimously affirmed a finding that the company, a wholesaler of lumber and plywood, unlawfully threatened to bring in one union, the Lumber Workers, to destroy the Teamsters' majority status; threatened employees that voting for a union of their choice might lead to loss of employment; interrogated employees as to how they intended to vote in a Board-conducted election, and discriminatorily discharged Lester J. Parker, a truck driver, because he refused to refrain from voting for the Teamsters Union.

Lawyer Hoffa



James P. Hoffa, son of General President James R. Hoffa, is shown (far right) as he is being sworn in as a member of the Michigan Bar of Law by Judge T. John Lesinski (second from right). Witnessing the ceremony are Detroit Mayor Jerome P. Cavanagh (left), Judge Charles S. Farmer (second from left), and Judge James Montante (center).

One of the Best

Western Airlines Stock Clerks Score Gains in New Agreement

In the first agreement negotiated for them since they voted for representation by the Teamsters Union, about 95 stock clerks at Western Airlines gained pay hikes and fringe benefit improvements amounting to nearly \$1 an hour plus retroactive pay of \$2 daily to last July 4th.

Henry Breen, director of the International Brotherhood of Teamsters Airline Division, and George Kurtz, Western Conference of Teamsters airline representative, said a wage raise of 55 cents hourly went into effect last Dec. 19 under the contract which runs to Nov. 1, 1968.

The stock clerks, now affiliated with Teamster Locals 986 in Los Angeles, 665 in Redwood City, 117 in Seattle, and 359 in Minneapolis, formerly were represented by the Brotherhood of Railway Clerks who were beaten by the Teamsters in a National Mediation Board election.

Other improvements gained for the Western Airline workers included an additional holiday, vacation benefits of 3 weeks after 8 years and 4 weeks after 15 years on the job, sick leave accumulation of 70 days and injury

leave accumulation of 70 days also, health and welfare for the employee and dependents to be fully financed by the company, travel insurance of \$25,000, better grievance procedure, paid uniforms, elimination of 3 progression steps in the wage schedule, increased shift differentials, better seniority and bidding clauses and those affecting overtime and hours of service.

The contract was hailed as one of the best ever negotiated for the stock clerks and one which will eliminate a lot of substandard wages and conditions.

● Ohio Ballot

By a 2-to-1 margin, salesmen and owner-operators working for Archway Cookies, Inc., of Ashland, Ohio, voted for representation by Teamster Local 52 of Cleveland in a recent National Labor Relations Board election.

Leo B. Jerman, secretary-treasurer of Local 52, said there were 15 eligible to ballot. The tally was 10 for the Teamsters and 5 against.

Signing the new Teamster agreement with Western Airlines on behalf of members employed as stock clerks are (left to right): Seated—Charles Holmes and Dan Zaich from management; Marv Griswold, Teamster Local 986 representative; Cliff Norton, Airline Division representative; Standing—Teamster rank-and-file committee members Clay Myers, Tom Avery, Don Clouch.



1 of Every 7 New Unionists Picks IBT

One of every 7 workers choosing union representation in National Labor Relations Board elections last November chose a Teamster affiliate as his bargaining agent.

NLRB records for the month show that altogether there were 16,430 workers in units won by unions in all single-union elections. Of the total, 2,386—or more than 14 per cent—were in units won by Teamster affiliates.

There were 607 single-union elections in November and Teamster affiliates were on the ballot in 168 of them—better than 27 per cent.

All unions won 355 of the total single-union elections, with the Teamsters accounting for 97 victories—more than 27 per cent of the total.

● Phillie Vote

A majority of workers at Screen Decoration Industries in Philadelphia, Pa., voted for Teamster Local 837 in a recent National Labor Relations Board representation election.

George Bucher, president of Local 837, said the tally was 8 to 5. Included in the bargaining unit are all production workers.

● Soft Drinks

By a 3 to 1 vote, employees of the Pepsi-Cola Metropolitan Bottling Co., in West Branch, Mich., voted for representation by Teamster Local 486 of Saginaw, Mich., in a recent National Labor Relations Board election, according to James Bohlen, business agent.

● Foundry Vote

A majority of employees at the Plattsburgh Foundry & Machine Co., Inc., in Plattsburgh, N. Y., voted for Teamster representation in a recent National Labor Relations Board election.

Victor N. Mousseau, president of Teamster Local 648 in Plattsburgh, said 40 machinists, moulders, laborers, grinders, helpers, and tool and die makers were eligible to ballot. The vote was 23 to 16 for the Teamsters.

30-Cent Package

First Teamster Pact at Bird & Son Is Best in the Company's History

The United Paper and Allied Workers, a Teamster National Trade Division, and its newly-chartered Local 735, recently negotiated the best contract settlement in the history of Bird & Son workers at the Norwood, Mass., roofing mill and the East Walpole, Mass., paperboard and box plant.

Robert Williams, director of the United Paper and Allied Workers Division, said the new 2-year contract provides for a wage increase of 13 cents an hour effective immediately and 11 cents an hour in the second year.

Shift differentials were increased to 8 and 16 cents an hour effective in the first year. An additional paid holiday, making a total of 10, plus a fifth week of vacation after 30 years on the job, go into effect in the second year of the pact.

Williams said pension improvements worth 3.7 cents per hour and health and welfare benefits worth ½ cent an hour also were negotiated. The total package amounts to 30 cents per hour over the agreement.

A large number of contract language improvements were negotiated,

including improved seniority rights and stronger language on the method of setting rates on new or changed jobs.

A union shop clause also was negotiated for the first time in any Bird & Son mill.

The Teamsters United Paper and Allied Workers defeated the United Papermakers and Paperworkers in a National Labor Relations Board election at Bird & Son last September. Some 700 workers are in the bargaining unit.

Since the old contract under the United Papermakers and Paperworkers had expired last May, said Williams, a special retroactive agreement was negotiated by the Teamsters, providing for 11 cents an hour paid to each Bird & Son worker back to May.

Heading the bargaining team was Williams, aided by Dick Logan, assistant director of the division, and Ed Masterson, representative.

Workers from the Norwood and East Walpole plants who were part of the negotiating team, were: Auvo Aho,

Harold Belisle, Jr., Leo Brennan, Leo Burns, Howard Elias, Tauno Johnson, Frank Montisano, John Reynolds, Albert Westhaver, Jr., and Phil Wise.

Commenting on the overwhelmingly ratification of the agreement by the Bird & Son workers, Williams said it was "the best contract they ever won."

He said the Bird & Son workers were fed up with the cheap nickel increase they used to get through their former union affiliation, and added:

"Paper workers in New England have now seen what the Teamsters can do. We expect a large number of paper workers in the New England area to leave the weak Papermakers to affiliate with the Teamsters."

The negotiating team expressed appreciation for support to General President James R. Hoffa, International Vice President Harold J. Gibbons, and Nicholas Morrissey, president of Teamster Joint Council 10 in Boston, Mass.

● Printing Firm

A majority of employees at The McKay Press, Inc., in Midland, Mich., voted for representation by Teamster Local 486 of Saginaw, Mich., in a recent National Labor Relations Board election.

Neil Dalton, Local 486 secretary-treasurer, said 19 cutters, binders, addressograph operators, drivers, maintenance men, janitors, and others in shipping and receiving were eligible to ballot. The count was 11 to 8 for the Teamsters.



Shown at the signing of a contract with Bird & Son are (left to right): Seated—Donald Frazier and John J. Murphy, company negotiators; Bob Williams, IBT Paper Workers director; Auvo Aho, Local 735 bargaining committee chairman; Ed Masterson, IBT Paper Workers representative; Standing—Lester Tarbell and John Koval, company negotiators; Local 735 bargaining committee members Phil Wise, Frank Montisano, Harold Belisle, Howard Elias, Leo Brennan, Albert Westhaver, John Reynolds, Leo Burns, and Tauno Johnson.

Four Drivers Retire After Long Careers

Four members of Teamster Local 544 in Minneapolis, Minn., with a combined total of nearly 150 years on the job, retired recently from Gamble-Robinson Co.

All were active in the union and each participated in the historic 1934 strike of drivers.

George Miller, named national driver of the year in 1961, had a total of 49 years as a driver. The other retirees include Leroy Spittle, 38 years; Jim Long, 33 years, and Willard Provo, 29 years.

The four were presented with engraved wristwatches at a dinner in their honor. Each will receive a Central States Teamster pension.

During 1966

Ohio Local Union Organizes More than Dozen New Units

Teamster Local 413 headquartered in Columbus, Ohio, added some 250 new members to the rolls during 1966 by virtue of organizing more than a dozen new bargaining units.

Dale Mann, president of Local 413, said most of the new members were truck drivers and warehousemen. In cases where the local union went to the election mat, the workers voted Teamster with an 85 per cent majority on the average. Some of the largest gains involved recognition of the union.

The largest election victory was scored at Rexall Drug Co., drug wholesaler in Columbus, as warehousemen voted unanimously for the union, 26 to 0. The unit has 34 members.

A majority of the 32 drivers, warehousemen, and maintenance workers at the Progressive Stores warehouse in Columbus voted Teamster by a better than 5-to-2 margin.

Drivers and warehousemen employed at Smith Bros., Hardware in Columbus, a wholesale company, voted overwhelmingly for Local 413. The bargaining unit has 26 members.

Other election victories for Local 413, involving smaller numbers of workers, were gained at: Chesapeake Storage, Hoffman Body, and A. G. Johnson in Columbus; Borden Chemicals in Delaware, Ohio, Amstan Supply and Franklin Transfer in Columbus.

Mann said Penna-Ohio Express of Oak Hill, Ohio, recognized the union as the bargaining agent for some 40 freight drivers and consented to enter into negotiations. Winters Products, Inc., of Jackson, Ohio, a ready-mix concrete firm, took similar action toward 9 drivers.

Refusing to recognize the local union as the bargaining agent but directed by the NLRB to do so and bargain with the union were The Maxwell Co.,

of Cincinnati, Ohio, employing 29 steel drivers, and The Portsmouth Times daily newspaper of Portsmouth, employing 16 drivers.

Board Tells L.A. Boss Reprisals Bad

Riverview Logging Co., of Los Angeles, Calif., violated the Act, said the National Labor Relations Board in a recent decision, by threatening economic reprisals to discourage membership in Teamster Local 420.

The Board ruled the company also violated the law by reducing the hours of Virgil Mefferd and discharging Robert White, a part-time employee, because of their union activity.

Virginia Local Wins NLRB Case

Smith's Transfer Corp., of Staunton, Va., violated the Act, said the National Labor Relations Board in a recent ruling, by unlawfully interrogating employees about their activity for Teamster Local 29, threatening economic reprisals for such activity, and granting economic benefits to discourage union membership.

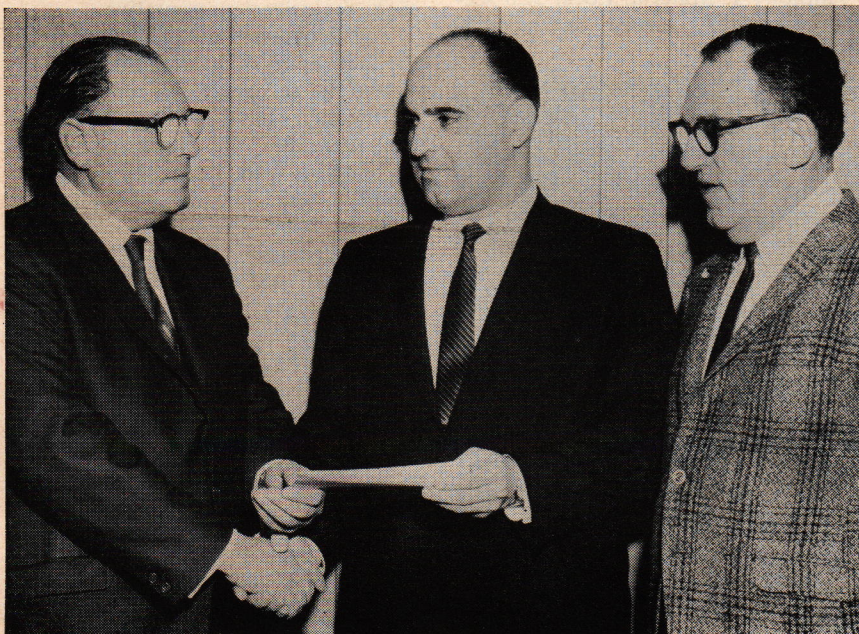
Affirming the findings of the trial examiner, the Board said the employer also was guilty of discriminatorily discharging Edward Camden. As a defense, the company contended that Camden was fired because his work had deteriorated.

Concluding that Camden was discharged for union activity and that the employer's defense was a pretext, the examiner stated:

"It is my view that the discharge of Camden . . . would not have occurred but for his continued union advocacy in the previous 3 months. Camden had been a long-time employee whose shortcomings as an individual, from the employer's standpoint, were known and accepted because he was an able and productive mechanic. When he added to these shortcomings open advocacy of a policy opposed by the employer, he was no longer tolerable or tolerated."

Smith's Transfer was ordered to cease the unlawful conduct and to reinstate Camden with backpay and interest.

Safety Award



Safe working habits and cooperation of members of Teamster Local 453 working on the Mt. Storm, W.Va., project for the Virginia Electric & Power Co., were recognized recently with the bestowal of a safety award. Accepting the award on behalf of the members was C. E. Bramble (left), Local 453 president. F. R. Hansen (center), construction superintendent, made the presentation to Bramble and G. V. Mehalic, president of the Morgantown Building Trades Council.

Tried in Indiana**New Timing Device Measures Average Speed of a Vehicle**

Members of Teamster Local 543 in Lafayette, Ind., were treated to an exhibition of a new timing device recently that can aid police in measuring the average speed of a vehicle between 2 points on the highway.

Called VASCAR—Visual Average Speed Computer and Recorder—the device is now being tried out by the Indiana State Police as an aid in accident prevention.

VASCAR is operated by an officer

who measures the distance between any given 2 points with the machine. The distance is recorded, along with the time that it takes a vehicle to travel it, and the machine then automatically computes the average speed.

The device permits checking the speed of any vehicle approaching the officer, from front or rear, going away from him, or crossing in front of him. The speed of the patrol car makes no difference, inasmuch as the two points are visually checked by the officer and the machine measures the time.

Supposed to be one of the most accurate timing devices in existence, VASCAR has been compared with the equipment used on drag strips.

Charles M. Nolan, president of Local 543, said the membership was impressed with the simplicity of the machine and the ways it can be used to check speed. His final comment was "don't speed" in Indiana.

Valiant Sacrifice**Driver Suffers Fatal Burns In Tragic Highway Accident**

Massachusetts State Troopers joined the family and friends of Teamster Charles L. McCombs in mourning his recent death from burns suffered in a tragic highway mishap.

McCombs, a member of Teamster Local 526 in Fall River, Mass., and a driver for Ferreira Transportation Co., was operating a tractor-trailer that skidded into a parked State Police cruiser. The cruiser exploded and burst into flames. McCombs was not injured in the accident.

Unaware that Trooper George Dunderdale was out of the cruiser at the time—he was diverting traffic

from a previous accident nearby—McCombs rushed to the blazing police car to try and save what he thought was a trapped officer.

The truck driver's clothing caught fire and he suffered severe burns over more than 50 per cent of his body. He died four days later.

A State Police detail acted as honorary pallbearers at McCombs funeral. The troopers also created a special fund to help defray McCombs' medical expenses.

Anthony J. Materia, Local 526 secretary-treasurer, served as a pallbearer.



Serving as a pallbearer at the funeral of Teamster Charles L. McCombs—honored by Massachusetts State Troopers for the sacrifice of his life in an attempt to save an officer—was Anthony J. Materia (left), Local 526 secretary-treasurer.

Chicago Local Wins Case at Mail Chain

Affirming the findings of the trial examiner, the National Labor Relations Board recently held that Montgomery Ward & Co., Inc., violated the Act by refusing to recognize and bargain with Teamster Local 705 in Chicago, majority representative.

The Board said evidence established the fact that 3 days after the company agreed to recognize the union a decertification petition was filed, and that thereafter the employer refused to bargain with Local 705. A few months later, the Board concluded that the 3-day period did not constitute a reasonable time for bargaining to succeed, and dismissed the petition on the ground that it was untimely filed. The company continued to refuse to bargain.

Montgomery Ward & Co., contended that its refusal to bargain was justified because: The union was not the representative of its employees; the refusal to bargain was in good faith, and there was no agreement to recognize the union in return for a private settlement and withdrawal of prior unfair labor practice charges.

The defense was rejected by the examiner, since the issues were litigated in the representation proceeding, and ruled the refusal to bargain unlawful. The company was ordered to bargain with the union.

Community Service

Seattle Teamster Wins Praise For Hospital Bond Campaign

Richard H. Klinge, secretary-treasurer of Teamster Local 309 in Seattle, Wash., won civic acclaim recently for successfully leading a drive on a \$15 million hospital bond issue which received the overwhelming support of the voters while other money issues on the ballot went down the drain.

Klinge led the campaign as president of the Seattle Harborview Hospital board of trustees.

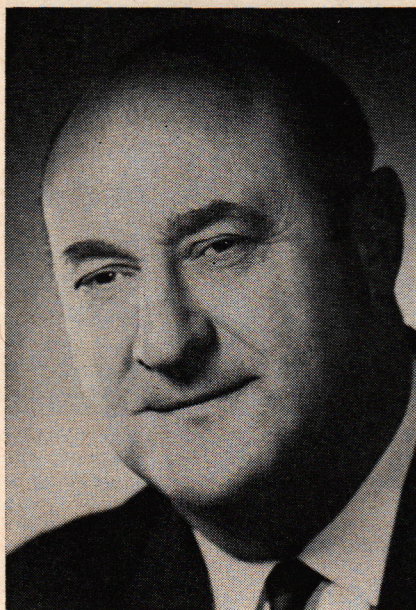
The voters responded with a 3-to-1 vote favoring the expenditure which will provide a new operating suite for more efficient emergency care; establish the state's first community mental health center; permit construction of a new, multi-story in-patient facility, and provide for housing extended-care patients in the main hospital while allowing extensive remodeling of the 35-year-old physical plant.

Klinge credited the hospital campaign success to teamwork and co-operation from community groups and individuals, including "my brother Teamster local union officials and members who gave me their help and support." He added, "With such a team, I just didn't think about defeat."

Even so, the local community political pundits didn't give the hospital

bond issue much chance of success.

For one thing, voters had shown earlier resistance to any bond or issue



Richard H. Klinge

which would increase their taxes. To make the hospital proposal even more difficult to put over, the election had numerous other proposed levies for

the voters to decide upon. In such instances, it is a common thing for voters to turn thumbs down on all levies.

In broad terms, the \$15 million will finance the following for the Seattle Harborview Hospital:

—A new operating suite coordinated with larger radiology and emergency departments.

—Establishment of the state's first community health center equipped to offer both in-patient and out-patient care, counselling, and other improvements necessary to meet requirements for an already-approved grant of federal matching funds.

—A new in-patient facility to be constructed so as to eliminate the present separation and operation of separate facilities now located far apart.

—More efficient facilities for extended-care patients by housing them nearer to laboratory and diagnostic facilities.

—Extensive remodeling for nursing and out-patient units, physical therapy, central service and kitchen facilities, mechanical space, including emergency generators, communication facilities such as pneumatic tubes and paging system, new elevators and conveyors.

● Mail Delivery

A majority of drivers employed by Fred Hurley Trucking Co., Inc., of Phoenix, Ariz., a state-wide mail delivery service firm, voted for Teamster representation in a recent National Labor Relations Board election.

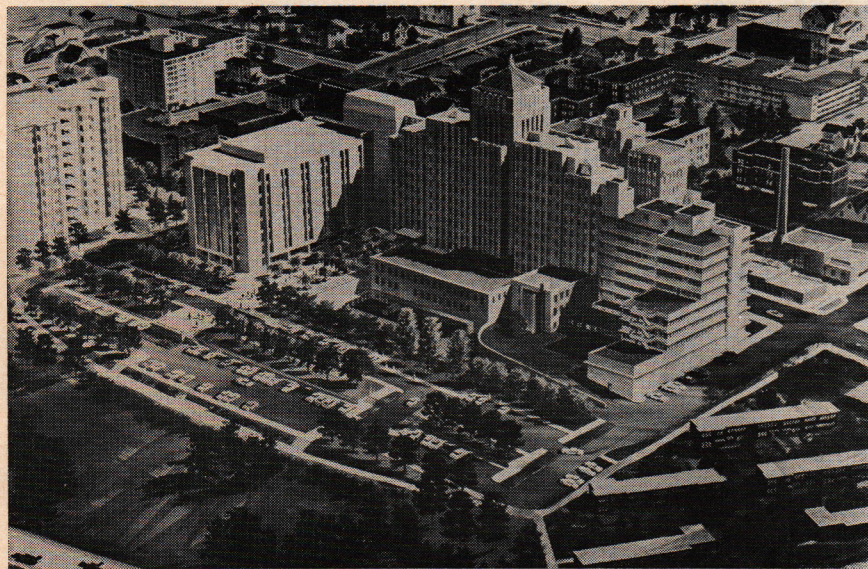
B. M. Waggoner, secretary-treasurer of Teamster Local 104 in Phoenix, said 36 drivers were eligible to ballot. The vote was 16 to 15 in favor of the union.

● Hawaii Vote

A vast majority of workers at the American Concrete Pipe of Hawaii, Inc., at Ewa Beach, Hawaii, voted for Teamster representation in a recent NLRB election.

Art Rutledge, president of Teamster Local 996, said 43 workers were eligible to ballot. The tally was 37 for the Teamsters, 4 for the International Longshoremen and Warehousemen's Union, and 1 for the Operating Engineers.

Pat Perry, Local 996 business agent, said the new bargaining unit is composed of all production and maintenance workers.



Seattle's King County Harborview Hospital will look like this sketch after modernization and additions made possible by voter approval of a \$15 million bond issue. Seattle Teamster Richard Klinge was credited with convincing the voters of the need for the improvements.

Safe Driving

Indiana Local Initiates Program To Honor Members' Achievements

When Ed Seehausen, a member of Teamster Local 142 in Gary, Ind., decided to retire from his job as a driver for Continental Baking Co.'s Hammond plant, it was discovered that he had compiled a career record of 37 years' safe driving.

Ralph Vonasch and Donald Sawochka, president and secretary-treasurer respectively of the local union, agreed that an achievement such as Seehausen's should be recognized in some manner.

The result was a safe driving plaque presented to the retiring driver by the local union. The event heralded the birth of a program to honor long-time members of Local 142 with safe-driving records of 20 years or more while employed at a single company.

The new program was right in line with other safe-driving promotions in which Local 142 has participated in recent years. Among such programs have been billboard advertisements plugging safe driving, sponsorship of trophies for an annual teenage driver rodeo, and endorsement of various company-backed safe driving plans.

"No one has a bigger stake in highway safety than the membership of Teamster Local 142," said Vonasch,

"and it is quite logically our responsibility to assume some of the leadership in encouraging safe driving practices,



Ralph Vonasch, president of Teamster Local 142 in Gary, Ind., presents the local union's first safe-driving plaque to Ed Seehausen, retiring after 37 years of accident-free driving for the Continental Baking Co.

particularly among commercial drivers."

He and Sawochka designed a form to be circulated among the various companies and union stewards to get

the names of members qualifying for the 20-year safe-driving award.

When the names have been obtained, plans will be made for a special award night at which each of the accomplished safe drivers will be presented citations identical to that given to Seehausen.

Vonasch said, "We are almost certain that the number of 20-year safe drivers will approach the 200 mark, and since each of them may have several more years of career driving ahead of them, we are thinking of establishing different plaques for safe driving achievements."

Incentive

Sawochka pointed out that there are probably a number of drivers who, like Seehausen, have passed the 30 and 35-year points with accident-free records. He said that if this is true, "then we need to establish a program that will encourage younger drivers with 20-year records to extend their safe-driving achievements to even higher horizons."

Wire Weaver First to Retire Under Plan

Some 60 fellow workers of Dannie Burns, a member of Teamster Local 999 in Paterson, N.J., sponsored a retirement dinner for him as he completed 52 years of work as a wire weaver.

Burns was the first man in the Eastwood Nealley Co., plant at Belleville, N.J., to retire under the new pension plan negotiated by the Teamsters under the leadership of Larry DeAngelis, Local 999 secretary-treasurer, and Bob Williams, director of the United Paper and Allied Workers, a Teamsters Union trade division.

Appreciative of the television set and watch given to him by his fellow workers, Burns commented:

"The AFL affiliate did practically nothing for us in 48 years. It was my lifelong ambition to have a strong union in the plant. A couple of years ago we switched from the United Papermakers and Paperworkers to the Teamsters. With the Teamsters we get leadership and professional representation. In this world, you get what you have the power to fight for and the Teamsters have given us that power. I am very proud to carry my Teamster withdrawal card."

Ohio Banquet



Playing prominent roles in a banquet celebrating Teamster Local 392's 55th anniversary combined with a testimonial for Ralph Berry, secretary-treasurer of the Cleveland-based local union, were (left to right): William Presser, president of Teamster Joint Council 41; Mrs. Faye Presser; General President James R. Hoffa; Mrs. Ralph Berry; Ralph Berry; Mrs. Josephine Hoffa, and Russell Elmer, toastmaster.

Regarding Elections

NLRB Establishes Program To Inform Workers of Rights

A 3-point program to inform workers of their right to vote for a bargaining representative under federal statutes has been devised by the National Labor Relations Board.

The program is part of the agency's continuing goal to advise citizens of their rights granted by congressional legislation.

The Board project seeks not only to alert workers to their rights, but also to warn both unions and managements against conduct impeding fair and free elections.

Agency spokesmen said the NLRB, which conducts about 8,000 elections a year with a 90 per cent rate of voter participation, is seeking to avoid post-election objections by stimulating fair play in the election process and forewarning interested parties against prohibited conduct.

The 3-point program includes a leaflet explaining the election process; plant bulletin board notices reminding employees, employers, and labor organizations of mutual rights and responsibilities; and election notices which, in addition to giving the time and place of the balloting and displaying a sample ballot as in the

past, now include a reminder of the right of workers to vote free of improper pressures.

The leaflets are available at the NLRB headquarters in Washington, D.C., and the 31 regional offices around the nation for distribution to interested working men and women.

The first bulletin board notice to employees, said the NLRB, will be issued when a petition is filed with the Board seeking an election to determine whether employees want to be represented by a union.

If an election is ordered or agreed to, the second bulletin board notice of election will be issued. In more than 75 per cent of the cases, employers and labor organizations consent to the holding of NLRB elections.

Emphasized in all 3 documents is the workers' right under federal law to self-organization, to bargain collectively through representatives of their own choosing or to refrain from any or all such activities. All parties to the election are urged to "cooperate fully" in "maintaining basic principles of a fair election as required by law."

They are specifically warned against:

—Making threats of loss of jobs

Named Regent



International Vice President Einar O. Mohn, director of the Western Conference of Teamsters, recently was appointed by California Gov. Edmund Brown to serve on the Board of Regents of the University of California. Mohn will fill the unexpired 15-month term of Neil Haggerty, president of the AFL-CIO Building Trades Department, who resigned because of ill health.

or loss of benefits by a party capable of carrying out such a threat.

—Firing employees or causing them to be fired in order to encourage or discourage union activity.

—Making promises or promotions, pay raises, or other benefits, to influence an employee vote, by a party capable of carrying out any such promise.

—Making threats of physical force or violence to employees to influence their vote in the election.

—Making mis-statements of important facts where another party does not have a fair chance to reply.

—Making campaign speeches to assembled groups of employees on company time within the 24-hour period before the election.

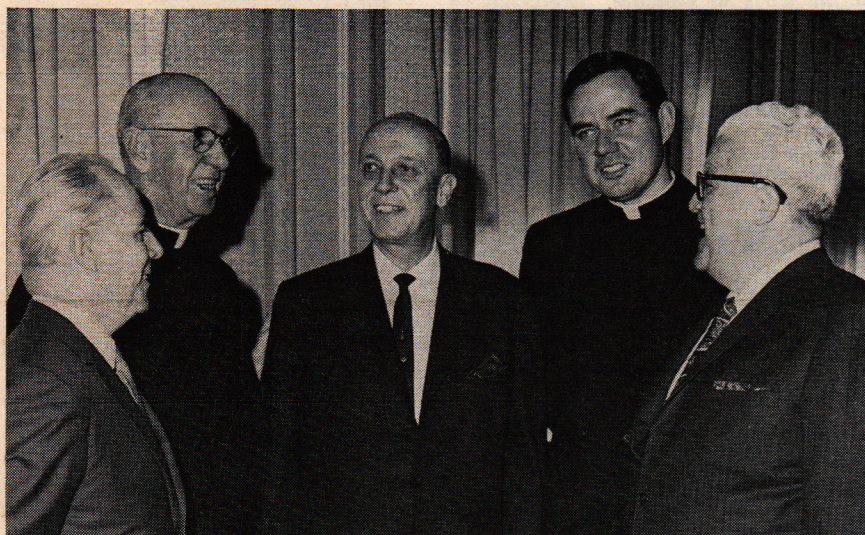
—Inciting racial or religious prejudice by inflammatory appeals.

Frank W. McCulloch, chairman of the NLRB, said:

"Posting of these notices will be a significant stride along the road to free expression of the untrammelled choice of employees through the medium of the secret-ballot election.

"This in turn is the principal method congress set up to resolve representation disputes and is the threshold to the collective bargaining process which has contributed so much to our industrial democracy and vigor."

Teamsters Take Part



Leaders of organized labor in Philadelphia, including the Teamsters, are taking part in a drive to rebuild the St. Joseph's College Institute of Industrial Relations. Shown are (left to right): Ed Toohey, president of the AFL-CIO Council; Rev. Dennis J. Comey, S.J., director of the institute; Al Sabin, president of Teamster Joint Council 53; Rev. Francis X. Quinn, S.J., associate director of the institute, and Joseph Kelley, president of the Philadelphia CIO.

Contract Violation

Montgomery Ward in Rome, N.Y. Charged with Unlawful Activity

Montgomery Ward & Co., Inc., of Rome, N. Y., breached its duty to bargain with Teamster Local 382 of Utica, N. Y., said the National Labor Relations Board in a recent ruling, by refusing to discharge, upon the union's demand, workers who failed to become members of the union under a

valid union security provision in the collective bargaining agreement.

Sustaining the trial examiner, the Board concluded that the company's refusal amounted to an unlawful, unilateral change in working conditions.

The examiner's ruling read in part: "By such action, the company uni-

laterally changed one of the terms and conditions of employment, ignoring the repeated insistence of the union that it honor its legal commitment. Indeed, in practical effect, respondent by unilateral action nullified a condition of employment, setting at naught the provision under which the union membership was as much a condition of employment as wages, hours, seniority, and other numerous mandatory subjects of bargaining upon which the agreement of the parties is recorded in the contract."

In regard to the violation, the Board stated in addition to the examiner's remarks:

No Merit

"We find no merit in (the company's) contention to the effect that its failure to discharge employees who had not complied with the union-security provision of the contract was a mere breach of contract and not a violation of Section 8(a)(5).

"Considering (the company's) conduct here, in context with other of its actions face to face with the union, it is apparent to us that respondent was endeavoring to undermine the union's status as bargaining representative. It is clear that (the company) by this conduct was not discharging its bargaining obligations imposed by (the Act), and we so find."

Unfair Practice

The Board said other employer conduct which amounted to unfair labor practices, included:

—Informing employees there would be no union at the store.

—Requesting employees to deal directly with the company rather than seeking representation through their representative.

—Promising economic benefits to discourage union membership.

—Maintaining an unlawful no-solicitation rule.

Illegal Promise

—Telling employees that if they vote to nullify the obligation to pay dues in a union shop de-authorization election, their dues would be returned to them.

—Posting a notice simultaneously with an NLRB settlement agreement notice which altered and negated the meaning of the Board notice.

Accordingly, Montgomery Ward & Co., was ordered by the Board to cease the unlawful conduct, and recognize the union and honor upon its demand all union security provisions of the contract.

Backing the Boys

Jersey Locals Spur Drive For Cigarettes for Vietnam

Teamster Locals 945 and 999 in New Jersey spurred a pre-holiday drive aimed at delivering free cigarettes to American fighting men in Vietnam for the Christmas season.

Representatives of some 27 labor unions met with Michael A. Ardis, president of Local 945, and Lawrence DeAngelis, secretary-treasurer of Local 999, to coordinate the program.

Ardis noted that Gen. Westmoreland, commander of the allied forces

in Vietnam, had strongly commended the "Smokes for the Boys in Vietnam" campaign, saying that cigarettes are regarded as an effective therapy for men under fire.

A tobacco company also took part in the program, supplying cigarettes at a minimum price. The cigarettes were delivered to the New Jersey Air National Guard which then flew them directly to Vietnam.

Playing important roles in a "Smokes for the Boys in Vietnam" campaign in New Jersey recently were these Teamsters (left to right): Bottom row—Flen Chestnut, Local 945 BA; John Connors, Local 641 truck driver who delivered the cigarettes to a waiting plane; Joseph Campisano, Local 945 BA; Second row—Anthony DeFranco, Local 999 BA; Louis Leone, Local 945 BA; Daniel J. Tortorello, Local 945 secretary-treasurer; Larry DeAngelis, Local 999 secretary-treasurer; Michael A. Ardis, Local 945 president; Joe Yannucci, Local 999 BA; Leon Lampron, Local 945 BA; Third row—Jim Perroto, Local 999 president; Joseph Ramos, Andrew Barral, and William Schwerdtfeger, all Local 945 business agents.



Most are Good

300 Labor Laws Enacted By State Bodies in '66

STATE legislatures enacted some 300 labor laws during 1966 of which most were beneficial to working people.

One-fifth of the new state legislation dealt with wages or wage standards, generally upgrading and adding protections in this area.

Some of the most noteworthy actions by states included:

—Enactment of a minimum wage law in West Virginia, bringing to 40 the number of states with such statutes.

—A new law in New York prohibiting the discharge of workers whose wages are garnished.

—A new law in Delaware prohibiting the business of debt pooling, a type of enterprise that has fed on the misery of the low-wage earner.

—Continuing the trend of recent years, Delaware, Maryland, and New Jersey passed laws prohibiting the use of lie-detector tests as a condition of

employment. Ten states now have such laws.

In the area of minimum wages, the 89th Congress took a giant step forward on behalf of people working in the District of Columbia by establishing a statutory rate for men, women, and minors, with certain exceptions. The minimum rises in 3 steps from \$1.25 an hour effective Feb. 1, 1967, to \$1.60 an hour 2 years later.

New York and Massachusetts raised their minimum wage rates to an ultimate \$1.60 an hour, and Michigan extended its minimum wage coverage to any employer of 4 or more workers.

Rhode Island enacted an amendment placing employees of non-profit hospitals under the \$1.25-an-hour minimum wage.

In wage payment and wage collection legislation, Maryland finally got around to outlawing anything not legal

tender by requiring payment of wages in lawful money. The change also prohibited deductions, other than those required by law, without authorization from the employee, and also required the boss to furnish a wage statement with each payment.

The Commissioner of Labor and Industry in Maryland now has authority to collect unpaid wages for workers. Some 25 states now give such authority to an administrative agency.

Seven other states added protections for certain workers in the collection of unpaid wages, and Alaska became the fifth state to enact a law specifically authorizing the labor commissioner to enter into reciprocal agreements with other states for the assignment and collection of wage claims.

The concept of wage garnishment, as already mentioned, took a beating in New York, and 5 other states changed the amount of wages exempt from garnishment—Rhode Island, Vermont, Kentucky, Alaska, and Mississippi.

Equal Pay

Laws providing for equal pay were enacted for the first time in Georgia, Kentucky, Maryland, and South Dakota. Twenty-nine states now have such laws, and 5 others prohibit discrimination in the rate of pay because of sex through their fair employment practice codes.

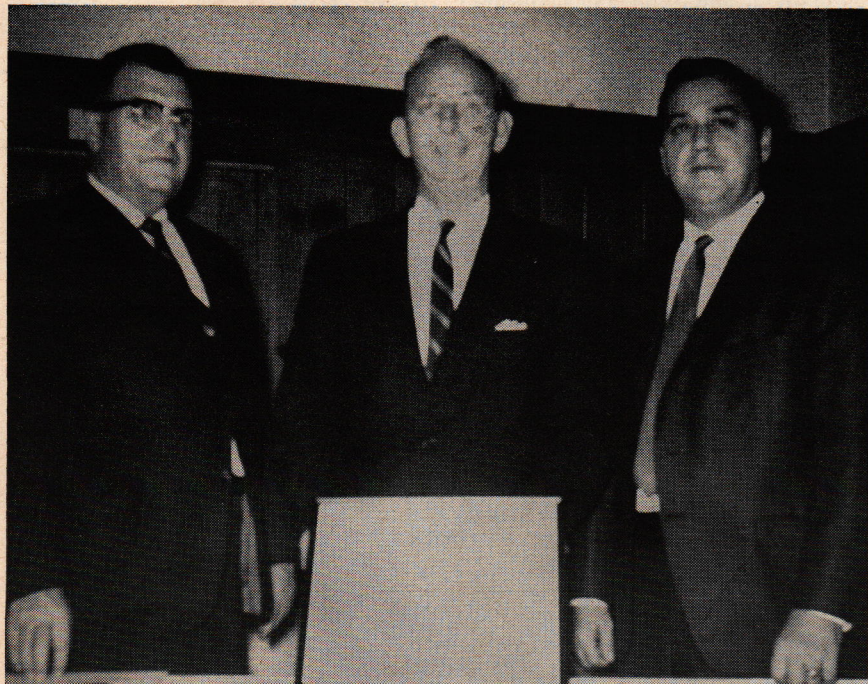
Three states made significant revisions in their laws requiring payment of prevailing wages on state projects.

New York placed a 5-year ban on the acceptance of a bid from or an award of a contract to employers who have failed to pay the prevailing wage in 2 instances within any 6-year period. New Jersey extended coverage of its law to municipalities with a population of 25,000—formerly 45,000. Wisconsin changed its coverage, mainly setting a limit of \$25,000 or more when more than one trade is required.

When Delaware enacted its law prohibiting the business of debt pooling, it became the 20th state to do so. Eleven other states regulate such businesses.

New York put into effect a law providing for a manpower training act to give on-the-job training for unemployed and underemployed workers in occupational categories that suffer from shortages of qualified workers.

Members Help Survivors



Members of Teamster Local 202 in New York City recently took up a collection for the 12 widows and 37 children of firemen who lost their lives in the Oct. 17, 1966, fire called the worst in the history of the city. Presenting a check for \$1,213 to Richard J. Vizzini, trustee of Uniformed Firemen's Assn., Local 94 of the International Assn., of Fire Fighters, are Frank Gerstman (left), recording secretary, and James Bagley (right), secretary-treasurer of Local 202.

The state also established youth development programs and took several other actions to improve employment opportunities.

South Carolina, Delaware, and Mississippi all took some action in the direction of setting up training programs.

Several states made changes in their child labor and school attendance statutes, the effect of which was to generally encourage youngsters to complete 12 years of schooling and to protect them from hazardous work, etc.

Four states passed laws affecting the rights of public employees, and New York waived the penalties of its statute banning strikes by public employees following the 12-day transit strike.

Wisconsin's labor relations act was extended to state employees for the first time, giving them the right to join employee organizations of their choice and to engage in collective bargaining. This went into effect Jan. 1, 1967. At the same time, Wisconsin made it an unfair labor practice for a state employee to engage in or encourage any other state employee to engage in a strike, or to refuse to work or perform usual duties. The law also provided for arbitration and mediation procedures.

Union Checkoff

Louisiana decided to permit public employers to check off union dues with the written approval of the employee.

General safety and health laws were amended in several states. Michigan extended its code to provide for rules and regulations covering safe working conditions. Maryland okayed a law to permit excavation inspections. New Jersey now requires railroads, express companies, and airlines to provide lunchrooms, restrooms, and sanitary facilities wherever employees are at work in the state.

Alaska improved its general safety code and Kentucky broadened its program for the control of radiation sources. Several states enacted laws requiring that students and teachers in any school shall wear eye-protective devices in certain courses or laboratories, bringing to 24 the number of states with such laws.

A few states made statute changes concerning agricultural workers. New Jersey extended its minimum wage law to cover such workers, except under overtime provisions. Michigan authorized the state department of la-

bor to establish overnight rest camps and information centers for migratory workers.

Nearly a dozen states passed legislation affecting workmen's compensation statutes already on the books.

Raising maximum weekly benefits for certain or all types of disability or death were Alaska, Nevada, New Jersey, Rhode Island, South Carolina, South Dakota, and Virginia.

New Jersey changed its system of computing benefits for total disability. New York, Michigan, and Louisiana extended coverage to certain categories of farm workers.

Hawaii, South Carolina, South Dakota, and Virginia increased the total compensation for disability or for death were Alaska, Nevada, New Jersey, Rhode Island, South Carolina, Carolina for disability, from \$1,800 in Virginia to \$10,100 in Hawaii for death.

Increased contributions by employers or insurance carriers to the second injury fund were required in Alaska, New Jersey, and Rhode Island through new legislation. Employers in New Jersey were made subject to penalty for violation of a new ban on discharging or discriminating against an employee who files a claim or testifies in a workmen's compensation proceeding.

Finally, a new fund, the Uninsured Employer's Fund, was created in New Jersey to provide for the payment of awards against uninsured defaulting employers.

Officer Dies



Frank J. Rogers, president of Teamster Local 738 in Chicago, Ill., died in January. A founding member of a federation local which merged with other unions to form Local 738 in 1941, Rogers served as president since 1947. He attended every International Convention since 1941 as a delegate.

Missouri Vote

Most of the 10 drivers employed by Linde Division of Union Carbide Corp., in Neosho, Mo., voted for representation by Teamster Local 823 in a recent National Labor Relations Board election.

Jack B. Lytle, secretary-treasurer of Local 823 at Joplin, Mo., said the ballot count was 6 to 4 in favor of the Teamsters.

Priddy Honored



Paul Priddy (right), president of Teamster Local 89 in Louisville, Ky., is shown at a banquet where he received an award from the City of Hope. Louis Solomon presented the "Torch of Hope" award to the Kentucky Teamster.

Pocketbook Item

Pressure Mounts for Federal Standards To Protect Auto Insurance Policy Holders

(EDITOR'S NOTE: As the *International Teamster* went to press bills to regulate the auto insurance industry were introduced in both the Senate and the House. In the Senate, a bill introduced by Senator Dodd, was co-sponsored by Magnuson, of Washington; Bartlett, Alaska; Brewster, Maryland; Clark, Penna.; Hart, Michigan; Hartke, Indiana; Moss, Utah; Nelson, Wis.; Proxmire, Wisc., Williams, N.J.; and Yarborough, Texas. In the House, Bills were sponsored by John E. Moss, Calif.; Joseph Addabbo, N.Y.; Joshua Eilberg, Penna.; Leonard Farbstein, N.Y.; Rosenthal, N.Y.

The House members called for a thorough investigation of the insurance industry, and they were joined in this sentiment by Senator Brewster.)

The beating which auto drivers are taking from insurance companies these days is fierce and, until now, little has been done about it.

No responsible person would dare drive his car without adequate auto insurance. In fact, three states (New York, Massachusetts, and North Carolina) require their registered car owners to have auto liability insurance. Every other state encourages auto liability insurance through its financial responsibility law. Under such a law, a person involved in an auto accident may be required to furnish security (usually auto liability insurance) up to certain minimum dollar limits. Consequently, auto insurance is a virtual necessity today.

But millions of licensed owners of cars are finding it increasingly difficult to obtain adequate auto insurance coverages from the regular casualty insurance companies.

In South Carolina, the consensus of underwriting guides of all companies writing auto liability insurance indicates that 83 per cent of the insurance companies doing business in that state will not cover an auto if it has a driver 65 or older.

In Kentucky, around 35 per cent of that state's registered autos are uninsured.

In Washington State, a special insurance committee of the legislature issued a report in December, 1966, finding that "cancellation, rejection and failure to renew automobile liability insurance present the number one problem facing the insurance-consuming public today."

The auto insurance business is a giant among giants. In 1966, it wrote over \$9 billion in premiums. Year after year the big auto insurance companies have pleaded they could not

continue to write, or would even go broke without rate increases. Time after time state insurance commissioners (the states presently regulate insurance) have granted their demands, and until recently, usually without public hearings.

In the last two years, auto insurance costs have gone up an average 14 per cent. The extra money paid for car insurance has taken a good sized bite out of many pay raises. (The wage-price guidelines don't apply to insurance company rate increases.)

Although the giant stock casualty companies, who cry poverty, lost \$275 million from their auto writings in 1965, they earned \$850 million from their investment income. This investment income is mainly made off of policyholders' premiums, and with few exceptions, no portion of it is included in computing policyholders' auto rates. Last year was a profitable one for these casualty companies. They made some \$130 million on their insurance writings, as well as \$900 million in investment income. In view of their low Federal income taxes, their overall after-tax profits of \$850 million make their "poormouthing" sound ridiculous.

But even after winning increased rates—authorized by the state commissioners in the public interest—the big casualty companies writing auto business are locked in competition for the preferred risk drivers. These are people between the ages of 30 and 50 who don't drive their cars around much and haven't had any accidents.

Those who are not included in this prime risk category are paying more and more for their auto insurance and, in some cases, find it very hard to get policies from reputable companies. In Louisiana, thousands of car owners are having difficulty getting car insur-

ance today. According to state insurance officials, the 24.7 per cent rate increase granted to auto insurance companies last July, was aimed at bringing greater coverage to more Louisiana motorists. But, according to these same state officials, it has not done this.

In spite of the fact that the 1966 rate increase did not accomplish anything for Louisiana motorists except to increase their insurance costs, the auto insurance companies are seeking another rate hike—this time, 30 per cent! Perhaps, if they don't get what they want, they may even threaten to stop writing auto insurance in the state, as the *Teamster* has learned some have done in other states.

In metropolitan centers and rural areas all over the country, people are having trouble obtaining and keeping auto insurance. Many companies, it has been learned, will not write any business in poor Negro neighborhoods, nor in such places as Kentucky's Appalachia.

Even your marital status, your occupation and how your wife is employed will have a bearing on whether you qualify for auto insurance with many companies. Recently there have been complaints that amputee and paraplegic veterans have had policies cancelled—though these veterans drive specially equipped cars and have excellent driving records.

If a state requires or even encourages that autos be covered by insurance in order to have solvent defendants for car accident victims to sue, then surely that state has an obligation to see to it that an adequate and reliable insurance market exists for all of its licensed motorists.

But are the states seeing to it that auto insurance is available at a reason-

able cost to licensed owners of registered motor vehicles?

And when a motorist buys a policy from a company specializing in selling coverages to those not wanted by the regular companies (the so-called "high-risk" company), are the states doing everything possible to protect that motorist and the public from risk of loss because of the insolvency of that specialty or high risk company?

These are some of the questions that the U.S. Senate Antitrust and Monopoly Subcommittee insurance studies have been seeking to answer. In May of 1965, Senator Thomas Dodd (D. Conn.) conducted hearings for the Antitrust Subcommittee on high risk auto insurance. These hearings produced a wealth of testimony, exhibits and documents. After the hearings, the Subcommittee continued to investigate high risk auto insurance and the auto insurance market in general. This is some of what was found.

Receivership

Since 1960, 73 companies writing motor vehicle insurance (on passenger cars and trucks) have been placed in liquidation or receivership. These companies were chartered in 22 states, and more than half of them were issuing policies in states in addition to their home state. Six were writing in 35 states or more. The cost of these insolvencies has been heavy for some 300,000 policyholders and innocent accident victims, many seriously injured. These claimants are seeking an estimated \$600 million out of net collectable assets of \$25 million. Of course, these claims will be settled for much less than the amounts asked. "When this scandalous chapter in insurance history is finally closed," Sen. Dodd has said, "these claimants will have lost well over \$100 million."

For example: In *Pennsylvania*, 6,000 accident victims have filed claims of \$13 million against 7 of the 17 companies that have failed since 1961. State Insurance Officials have placed a total value of over \$5 million on 4,000 of these claims. These 4,000 claimants are seeking satisfaction out of \$55,000 in assets of these defunct companies.

In *Illinois*, some 50,000 claimants are seeking over \$150 million against 12 defunct companies with net collectable assets of \$7 million. Even if these filed claims are worth only 20 per cent, or \$30 million instead of \$150 million, claimants will receive 23 cents

on the dollar. The situation in some of the other states is as follows:

State	Est. number of claimants	Amount of cents on the dollar a claimant will receive (avg.)
Michigan	25,000	25
Missouri	20,000	10
Indiana	14,000	25
Wisconsin	10,000	45
Florida	10,000	45
West Virginia	7,000	40

SOURCE: U.S. Senate Antitrust & Monopoly Subcommittee

According to the regular insurance companies, over 20 million motorists are considered to be high risk today. These motorists represent unprofitable business. Since these companies are competing for the preferred risk driver, they eliminate what they consider to be the "more risky" driver. By doing this, the companies say they are able to cut their underwriting losses.

So by concentrating on the preferred

risk driver, the auto insurance industry has paved the way for a booming business by the high risk specialty companies. But many of these during the past six years have been nothing more than fast buck operations.

It has been reported that nearly one-half of the 73 insolvencies were caused by acts of managerial fraud, and the remaining failures by careless insurance practices, which, in some cases, didn't quite amount to provable fraud. In a number of instances, lax regulatory practices by state insurance departments, and even apathy, contributed directly to ultimate financial disaster.

From 1945 to date, years of unparalleled prosperity, and at the same time, a period of intensive State rate, reserve and investment regulation, auto insurance failures have cost the public \$250 million.

Three states—New York in 1947, New Jersey in 1952, and Maryland in 1965—recognized the wisdom of having guaranty or security funds to compensate the victims of auto insurer insolvencies. These states know that good insurance regulation entails

Safety Recognition



Three members of Teamster Local 493 in New London, Conn., were honored recently for rolling up impressive accident-free records while driving for the Electric Boat Division of General Dynamics. Shown during the presentation of engraved watches are (left to right): Edward W. Rice, Local 493 secretary-treasurer; James Santangelo, a 23-year safe driver; J. William Jones, Jr., president of the Electric Boat Division; Howard Doyle, a 37-year accident-free driver and chief steward; Arthur Eldredge, a 26-year safe driver, and Capt. Walter Stecko, head of the Connecticut State Police Traffic Division. Each of the 3 Teamsters averages about 50,000 miles a year for the company.

quality examinations and a guaranty fund. This fact has long been known to the Federal government in the banking field. This is evidenced by the Federal Deposit Insurance Corporation (FDIC) and the Federal Savings and Loan Insurance Corporation (FSLIC).

Uniform Basis

Connecticut's Senator Dodd believes that the principles and features of FDIC and FSLIC, as well as the existing state auto insurer guaranty funds, could be successfully applied on a unified national basis to prevent unnecessary tragic financial suffering caused by insurance company failure.

He introduced a bill in the closing days of the 89th Congress to establish a Federal Motor Vehicle Insurance Guaranty Corporation. Senator Dodd has reintroduced his bill in this 1st Session of the 90th Congress. One of the many co-sponsors of the bill is Senator Warren Magnuson (D. Wash.), who is chairman of the Senate Commerce Committee, and its Consumer Subcommittee. It was the Senate Commerce Committee to which Dodd's bill was referred. Senator Magnuson has said that he is hopeful that his committee will consider this legislation during this session and act favorably on it.

In the House

(Just before the *Teamster* went to press, a number of Congressmen said they would introduce a bill similar to Dodd's this session in the House of Representatives.)

Dodd's bill would set up a Federal

corporation which would protect policyholders and any accident victims by insuring against loss because of the insolvency of the policyholder's auto insurance company. If an insurance company whose policies are guaranteed by the Federal corporation becomes insolvent, the policyholders and any accident victims would be protected much as the FDIC and FSLIC protects the public against the insolvencies of banks and savings and loan associations.

Federal Examiner

Other than insuring against loss because of the failure of an auto insurance company, the proposed bill would place the Federal examiner in the present state insurance regulatory picture. The Corporation would be given broad examination powers to examine insurers making application for guaranty status, and those insurers whose policies have been guaranteed.

Congressional Probe

But the Dodd bill does not remedy the cancellation and nonrenewal problem, does not get at the spiraling costs of auto insurance. A full-scale Congressional probe is needed to bring out all the facts. Only then can meaningful reforms be started in these areas.

In the meantime, though, the powerful, multi-billion dollar insurance industry, which is opposed to any truly effective insurance regulation, is taking a dim view of even Dodd's moderate bill—whose need is plain and demanding.

Retiring



George Beckman, a member of Teamster Local 676 in Collingswood, N.J., retired at the end of 1966 with a truck driving record of 43 years without an accident. A member of Local 676 since 1934, Beckman served as a shop steward throughout the years. His last 32 years of driving were for the Allied Chemical Co., of Camden, N.J.

• Dairy Contracts

Some 2,600 Teamsters working at 65 fluid milk and ice cream plants between Bakersfield, Calif., and the Oregon border recently ratified a new 2-year agreement which gives them, for the first time, a pension, family vision care, and pay increases among other improvements.

An hourly pay hike was made retroactive to last Sept. 1, and another gain will go into effect next Sept. 1. Vision care, marking the first time dairy workers in California have achieved such a benefit, goes into effect in September, 1967.

Innovation

Another innovation of the contract is that disabled and sick workers are guaranteed premium payments as required under the plan for up to one year, according to Wendel Kiser, Joint Council 38 secretary, who chaired the negotiations.

The settlement also provided an additional 40 hours of paid sick leave up to a total of 240 hours and contains general improvements in administrative clauses. Major medical coverage goes to the worker as well as to members of his family.

First to Retire

Shown here are the first members of Teamster Local 633 of Manchester, N.H., to retire under the New England Teamsters and Trucking Industry Pension Fund. As a special order of business in the regular local union meeting, they were invited in with their wives and daughters and presented with certificates of award. William McCarthy, president of Teamster Local 25 and union chairman of the pension fund, was the guest speaker at the meeting and presented the awards.



Lone Star Case

NLRB Upholds Teamsters In Texas Cement Decision

Agreeing with the findings of the trial examiner, the National Labor Relations Board ruled recently that companies in Dallas and Duncanville, Tex., violated the Act by refusing to recognize and bargain with Teamster Local 745, majority representative.

The ruling involved Hoskins Ready-Mix Concrete Co., Inc., and Trinity Portland Cement Div., General Portland Cement Co.

Other violations which led the Board to conclude that the refusal to bargain was made in bad faith, included: Unlawfully interrogating employees about their union activity; requesting employees to inform on the union activities of other employees; telling workers that other employees received wage

increases for withdrawing from the union, and discharging William Wilson for union activity.

Holding the companies accountable for the unfair practices, the Board rejected the contention "that the relationship between Hoskins to General is that of one independent contractor to another."

Evidence established that General and Hoskins had 2 agreements—a leasing agreement and an operating agreement. Under the lease agreement, Hoskins leased trucks and equipment to General for 5 years. Under the operating agreement, Hoskins continued to operate the leased equipment; receipts from sales went to General, and General reimbursed Hoskins for sal-

aries and all other operating expenses. Hoskins received a commission based on the amount of concrete sold.

Concluding that the companies constituted co-employers of Hoskins' employees, the Board said:

Order to Cease

"Since the operating agreement gives General power to control basic aspects of the employment conditions under which Hoskins' employees work, we find that General is a co-employer of those employees. In reaching this conclusion, we rely also on the fact that General is obligated under the operating agreement to reimburse Hoskins for payroll expenses, and therefore General would be the ultimate source of any wage increases for Hoskins' employees that might be negotiated with a union."

The companies were ordered to cease the unlawful conduct, bargain with the union upon request, and reinstate Wilson with backpay and interest.

Christmas Gifts



Shown preparing this pile of Christmas sacks for an annual party benefiting the children of members of Teamster Local 773 in Allentown, Pa., are Paul M. Barnard (left) and John Wursta, secretary-treasurer and president respectively of the local union. Also helping to prepare the pile of 5,000 sacks—many of which went to children's homes in the area—were the officers and representatives at the rear: Dick Hontz, Stephen A. Banus, Robert Evans, Stanley Geisinger, Franklin Caskie, and George Shupp.

Yonkers Local Wins Decision At TV Company

Channel Master Corp., of Ellenville, N. Y., violated the Act by bargaining in bad faith with Teamster Local 445 of Yonkers, N. Y., said the National Labor Relations Board in a recent ruling.

The Board said the company—a manufacturer and distributor of television antennas, accessories, and aluminum tubing—failed to meet at reasonable intervals with the union, failed to submit a written counter proposal, and committed unlawful unilateral actions including the changing of existing wage rates, subcontracting out unit work, and selling its aluminum mill and heavy fleet trucks.

Reducing Overtime

Other violations by the company, said the Board, included reducing the overtime work of several employees and laying off one employee, all resulting from the unlawful subcontracting out of unit work, and bypassing the union and bargaining directly with the employees.

Channel Master was ordered by the Board to cease the unlawful conduct, bargain with the union upon request, and reimburse the discriminatees for their losses.

**For
Your**

Information

● Rent and Poverty

Poor families generally get less for their rent dollars in the United States than households with higher incomes, according to a recent Labor Department survey.

In 1960, a fourth of the urban families with incomes of \$3,000 or less lived in housing that was dilapidated or lacked plumbing. Meanwhile, only 6 per cent of the home owners with incomes over \$3,000 occupied such inadequate housing.

The survey covered 6 major cities—Atlanta, Chicago, Houston, Los Angeles, New York, and Washington, D.C.

● Business Mergers Up

Business mergers hit an all-time record in 1966, according to W. T. Grimm & Co., a Chicago financial consulting firm which specializes in corporate acquisitions.

Some 2,377 corporate mergers occurred in 1966, according to Grimm—an increase of 252 over the previous all-time high set in 1965. The greatest number of the 1966 mergers occurred in the financial areas; 232; next came the food industry with 195 mergers, and then electronics with 110 mergers.

Some 61 per cent of the merger deals last year were for cash, 35 per cent for stock, and 4 per cent were a combination of both.

● \$739 Billion GNP

The United States economy produced a Gross National Product of \$739.5 billion in goods and services in 1966. The total was a record.

According to the Commerce Department, the 1966 GNP was an increase of 5.4 per cent over the previous year.

The *real* boost in output after corrections for higher prices was \$37 billion.

Economists vary in their predictions, but the 1967 GNP is expected to hit around \$790 billion.

● 'No' to Intervention

Labor and management must continue to have the right to say "no" to federal intervention in their relationship at the bargaining table, says William E. Simkin, chief federal mediator.

Simkin said recently that if he had his way he would even eliminate the 80-day Taft-Hartley in-

junction, the government's only weapon to stop a strike.

Noting that the mediation process is "government assistance, not government intervention," Simkin told a conference of mediators that "we must somehow avoid any further movement toward compulsion" in labor-management affairs.

● Bank Stocks

Five per cent or more of the stock of almost three-fourths of the nation's largest banks is held by other financial institutions, including banks, according to Rep. Wright Patman (D-Tex.), chairman of the House Banking Subcommittee.

In his report, Patman noted that each of New York City's five major banks all had stock in the other banks. In fact, one of the majors had more stock in Chase National Bank than did Chase.

● Outlawing Pro Scabs

Some 90 cities in the United States have now passed ordinances barring the use of professional strikebreakers in labor-management disputes.

Two of the latest to outlaw the professional scab are Battle Creek, Mich., and Johnstown, Pa.

Battle Creek's city commission, which had originally rejected an anti-strikebreaker law, changed its mind. Johnstown's city fathers revived an anti-strikebreaker ordinance that had been pigeon-holed for 2 years.

● Union Dues

Overstatements about exorbitant union dues were exposed as false recently by a researcher at Ohio State University who conducted a survey of dues and fees structures of 3,461 local unions in 8 major cities.

Prof. Leon Applebaum found that of 2,689 local unions responding to his questions about dues, 2,241 had rate schedules of \$5 or less a month, 277 charged more than \$5, and 1 per cent had rates of more than \$10.

The cities involved were Chicago, Detroit, Duluth, Superior, Milwaukee, Toledo, Cleveland, and Buffalo.

● Jack & Jill & Dough

The cost of raising a child in the United States ranges between \$13,000 and \$27,000 according to a

survey by the consumer and research division of the Agriculture Department.

Based on 1961 cost-of-living figures, the figure varies depending upon the living standard of the family and the section of country in which it lives. Among the major considerations are housing, food, clothing, education, health care, transportation, and incidentals.

All-around total annual cost on the average for raising a boy goes from \$860 the first year of life to \$1,470 for a 17-year-old.

● Medicare Usage

Some 2.5 million elderly persons made use of free hospital care and 3.5 million obtained reimbursement for medical expenses during the first 6 months of Medicare, according to Social Security Commissioner Robert Ball.

A total of 19.3 million persons over 65 years of age were eligible for hospital care—and 17.5 million enrolled for the medical benefits voluntarily.

Ball said expenditures were well within the actuarial estimates. Hospital care cost was \$1 billion while reimbursements for medical bills amounted to more than \$100 million.

● Management Meeting

Main topic of the American Management Assn., meeting scheduled for New York City in February is expected to be current "problems" facing unionized companies.

Much of the meeting agenda concerns coalition bargaining, guaranteed annual wage, total job-life security, technological unemployment, legal problems, and other aspects of collective bargaining.

● Mediator Comments

"... No one as yet has devised a way to ban strikes without destroying collective bargaining, and Congress is not about to scuttle the bargaining process. Since there is no effective alternative to collective bargaining in a democratic society, why don't we concentrate more on trying to make it work better than to seek always to replace it?"—Theodore W. Kheel, noted mediator, in a recent discussion of possible anti-strike legislation.

● Cost-of-Living

The cost-of-living increased 3.3 per cent during 1966, the largest annual increase since 1957, according to the Labor Department. Meanwhile, real spendable earnings declined over the year for the first time since 1960.

Arthur M. Ross, commissioner of labor statistics, said the greatest increase occurred in mortgage interest rates which went up 13.8 per cent from December, 1965, to December, 1966. Medicare services hiked over 8 per cent in the same period. Food prices went up 3.8 per cent.

Ross forecast a Consumer Price Index gain of 2.5 per cent for 1967.

● Labor Force Growth

By 1980, predicts the Labor Department, some 100 million Americans will be working or looking for work.

Between 1960 and 1970, the labor force is expected to increase by 22 per cent, ending the decade with more than 85 million workers.

Between 1970 and 1980, says the Labor Department, the total resident labor force is expected to grow by 18 per cent.

The greatest part of the labor force gain is anticipated in the West where the increase is expected to be around 26 per cent.

● Wage Difference

Median wages for women workers in 1965 increased 3.6 per cent compared with a 2.9 per cent rise for men in the same year, according to the Labor Department.

Despite the gain, the median wage for full-time working women in 1965 was only \$3,823 compared to \$6,375 for men.

● \$101 a Week

By the public's own appraisal, it now costs a family \$101 weekly to get by in the city.

A recent poll by a well-known survey organization asked the question of how much was needed for a family of 4 to meet its basic living requirements today. The \$101 mark topped the previous high for the same poll, last year's \$99 answer.

Higher food costs accounted for a \$3 gain over the previous year's estimate of \$27 a week needed by a family of 4.

● Public Transportation

Inexpensive and fast public transportation is needed to overcome the isolation of those living in city slums, according to a government authority on metropolitan development.

Charles M. Haar, chief of the Office of Metropolitan Development and assistant secretary of Housing and Urban Development, wrote in an article appearing in the January issue of the National League of Cities' publication, that "without effective public mass transportation, long-term relief for the conditions in the ghetto is unlikely."

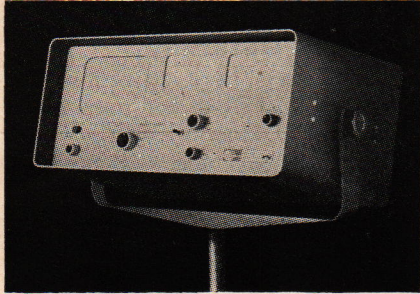
● Gimmick Governor

California's new governor, Ronald Reagan, has upset trade unionists with his proposal for secret balloting of members on union policy matters.

They contend Reagan's idea is more a gimmick than a real proposal because federal law already governs much of what the governor seeks to cover, including strike votes and the use of union dues money.

WHAT'S NEW?

Automotive Testing With Computer Speed



A California manufacturer has on the market two automotive testing units which monitor auto and truck engines with scanning devices much like TV screens. Trouble shooting is done via various display patterns on the scanner. Each cylinder operation can be analyzed in detail. You get an automatic "read out" from a warning light if the resistance is too high. Transistorized circuits make possible a compact testing unit. There's a deluxe model and also a lower-priced repair shop model.

Battery Meter Is Simple Car Unit

Nontechnical male and female drivers will find a new battery meter on the market to be a good item for checking at a glance the efficiency of the auto battery. The device, which comes in gray or gold and plugs into the cigarette lighter socket, tells how many starts are left in a battery.

Hydraulic Fluid Offers Longer Use

A new hydraulic fluid meets the viscosity requirements of SAE 5W-20 fluid. It lasts longer without viscosity breakdown, suppresses foaming, and is pumpable at low temperatures. The low temperature capability is due to a viscosity index improver, developed and patented by the manufacturer which gives distinctive color. With fast low-temperature start-ups, component and pump wear is reduced.

Ice and Snow Melter Does Not Injure Grass

White pellets of snow melter that generate heat when wet and prevent ice and snow from forming, are useful on parking areas and sidewalks as well as in gutters and drains. The substance does not injure grass or shrubbery and leaves no residue.

Movable Bulkhead Rolls Front to Rear

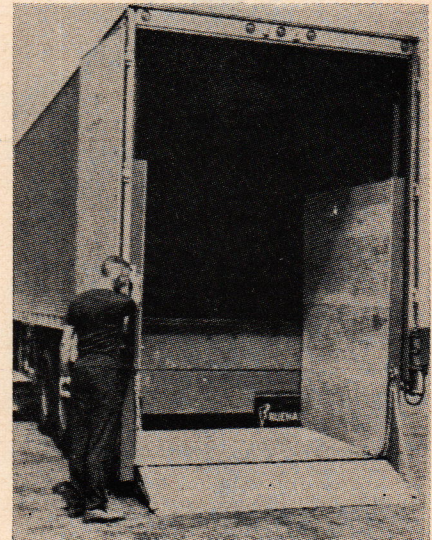
A movable bulkhead for compartmentalizing reefers is now available. It rolls from front to rear of trailer on trolleys and can be locked in place at 12-inch intervals. Because it folds like an accordion, cold air loss is minimized since you open it in the middle only wide enough to load or unload. When both sides are folded back as far as possible and held by straps, it takes up only 8-inches. With an optional 'Ups-a-daisy' lift-up kit, one man can raise the bulkhead against the ceiling so even a lift truck can load the trailer. Each bulkhead is custom-built to specifications so the neoprene rubber seals fit snugly on all sides to prevent air leaks or entry. It works with any kind of refrigeration system. Special baffle plates are available for trucks with meat rails. The bulkhead contains two inches of polyurethane foam sandwiched between durable, heavy neoprene-coated nylon. It is aluminized.

Two New Starters Are Engine-Powered

Electrical storage batteries can be charged anywhere with a new portable alternator generator. It weighs only 48 pounds with a 3½-hp air-cooled engine. The unit has a 6- to 12-volt 70-amp DC output. The flywheel rotor is attached directly to the engine drive shaft and has permanent ceramic magnets that do not discharge if overloaded.

Another unit offers up to 320 amps from a DC output of 3000 watts. It starts 6- and 12-v systems and 12- to 24-v series-parallel systems. In addition to DC, it will also power drills, compressors, etc., with 2500 watts (20 amps) of AC produced by an 8-hp engine. When starting, engine compression is released so it starts easier and won't flood.

Elevating Floor Lift Now Available



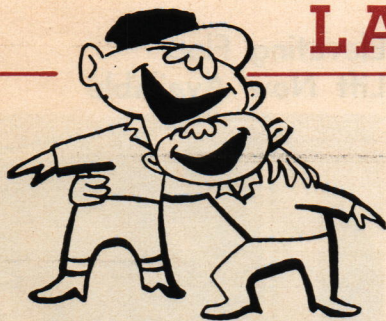
For a year Fruehauf has been testing an elevating floor lift, and, after successful trial use, Fruehauf is now making it available as a factory installed item on the firm's stainless steel vans. The 81½-inch-wide and 96-inch-deep platform has a 6,000-pound capacity. An electric-started gasoline engine located in an underslung cabinet on the trailers' roadside powers the lift. So refrigerated air doesn't escape when the lift is lowered, an insulated roll-up door or curtain can be used to keep refrigeration in the trailer.

Cleaner Removes Heavy Grease from Concrete

For removing heavy deposits of grease, grime, oil and dirt from shop floors, lube racks, grease pits and other oil collectors comes a concrete floor cleaner that penetrates into cracks, uneven surfaces, and does not require heavy scraping.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Too Smart

On the job application blank was the question: "Have you ever been arrested?" The applicant put "No."

The next question was "Why"—meant for those who had been arrested. Not realizing this, the applicant put down, "Never been caught."

Doctor's Orders

After the farmer's frail and elderly wife had broken her leg the doctor put it in a cast and warned her not to walk up or down stairs. After a month of healing, the doctor removed the cast.

"Can I climb the stairs now?" she asked.

"Yes," said the doctor.

"Goodie," she exclaimed. "I'm certainly sick of climbing up and down the drainpipe."

Agrarian Note

Jed Parson's boy, a chemist, was home for a vacation on the farm. He amazed his father with a statement that the laboratory in which he worked had been successful in getting a milk-like substance from a peanut.

"Milk from a peanut," said the son, beaming. "What do you think of that?"

"Well, all I can say," replied old Jed, "is that they must use a mighty low stool!"

Squirrels Too?

Stumped for the cause of a blaze they extinguished in a tree, Bloomington, Ill., firemen finally marked down the origin as: "Squirrel smoking in bed."

Not Fair

Conversation between two Los Angeles drivers:

"How'd you puncture that tire?"

"Ran over a milk bottle."

"Didn't you see it?"

"Naw, the old guy had it in his pocket."

Life's Like That

A beaming father brought the news to his six-year-old son that the stork had delivered a lovely baby sister for him.

"Aw," said the lad, "I was *hoping* for an older brother."

Live And Let Live

"What I mean is," explained the insurance salesman to a bewildered rural prospect, "how would your wife carry on if you should die?"

"Well," answered the farmer reasonably, "I don't reckon that's any concern o' mine—so long as she behaves herself while I'm alive."

Tall Tail

Two avid gamblers at the track were losing on every race and to make matters worse, two pleasant old ladies in the next box were delightedly cashing in on every race.

Just before the seventh race one of the men saw them go into a huddle and decided he would try to get a winner. He leaned over and said politely: "You ladies have been doing quite well, haven't you?"

"Oh, yes," they beamed. "We've won every race."

The man looked around cautiously, then whispered, "Would you mind giving me your system?"

"Oh, we have a lot of systems," said one, twinkling. "Today, though, we're betting on the longest tails."

Assembly Trouble

In the Soviet zone of Berlin a German worked in a plant which manufactured a variety of small parts which, when shipped back to Russia, were supposed to be assembled into baby carriages. He decided to steal enough parts to make his own baby carriage.

A few weeks later a friend who was aware of his purpose inquired how the project had progressed.

"I got all the parts," the worker replied, "but, you know, no matter how I put them together, they always come out a machine gun."

Financial Note

We used to hear about men who parted from their money in the stock market. Nowadays, they leave it in the super market.

Now You Know

The physics professor called on one of his students to list some of the peculiarities of heat and cold.

"Things expand in heat and contract in cold," the student answered brightly.

"Give an example."

"In summer the days are long and in winter they are short," said the student.

Detection

Two fathers were discussing their families and children and some of the incidents that arise in daily living.

"My three boys sure stick together," said one dad. "When one of them gets in trouble, neither of the other two will ever squeal on him."

"But how do you find out the guilty one so you can punish him?"

"That's easy. All I do is send all three of them to bed without supper, and the next morning I thrash the one with the black eye!"

Irregardless

Sign at a railroad crossing near Colorado Springs, Colo.: "The average time it takes a train to pass this crossing is 14 seconds—whether your car is on it or not."

Special Bulletin

In Washington, D. C., a temporarily speechless woman refused to let laryngitis keep her home from a long-anticipated party. She showed up, dressed to the nines, this neatly typed note fastened to her bodice with a jeweled pin:

"The audio portion of this program has been temporarily interrupted. We will continue with the picture."

Grand Scale

We've just heard about the recently nabbed prisoner who was chatting with his cellmate.

"I was making big money," he said ruefully. "Just about one inch too big!"

Not A Chance

"It looks like rain."

"Not here in California."

"Look at those clouds up there."

"They don't mean a thing. They're just empties coming back from Florida."

FIFTY YEARS AGO

in Our Magazine



Vol. XIV

(From the February, 1917, issue of the TEAMSTER)

Number 2

Sen. Borah Backs Workers Right to Bargain

Factories Make Service Rejects

English papers have published evidences of the awful legacy of her industrial exploitation. Recruits from factories, shops, habituated to grinding tasks and under conditions physically deleterious, did not have the physique and the endurance necessary to marching or field work.

The report stated that battalions of Lancashire recruits had to be kept in the open air and fed properly before ready for service. After some months of open air exercise and adequate food, the uniforms issued to these recruits were exchanged for larger sizes.

Is it not an indictment of civilization and national ideals that adequate opportunity for physical development are generally to be found only in the military? We profess to hold in high esteem the arts of peace, and yet we permit those necessary to those arts to be dwarfed and warped in minds and bodies.

Until we are able to keep children in school longer than is now compulsory and to enforce school attendance more strictly, physical training through schools alone will be inadequate. It devolves upon the local government to afford ample opportunities for all.

National virility and resourcefulness depend upon the physical qualities of the citizens. As an enlightened democratic nation we cannot afford to restrict opportunities for physical welfare to a privileged few.

Revised Tax Law Needed

The Association for an Equitable Income Tax, of which Register John J. Hopper of New York is president, and among whose officers are Commissioner of Immigration Fred-eric C. Howe, Chas. H. Ingersoll, Amos Pinchot, Edmund B. Osborne and George L. Record, is urging Congress to increase the tax rate on all incomes of over \$1,000,000 to from one-fifth to one-third of the total income and the rates on all large incomes proportionately," says Benjamin C. Marsh in a report made to the Committee on Industrial Relations. "It urges also that the tariff on sugar be promptly repealed and the duties on the necessities of life and cheaper grades of luxuries be reduced, and that the rates on incomes from investment over \$50,000 should be counted as unearned incomes.

"If the present administration at Washington wishes to convince the people that Wall street and the insidious and pervasive powers of privilege have been driven out of the nation's capital, they must compel privilege to pay its fair share of the cost of government, as urged by this association.

"Such an income tax as suggested will not only distribute more equitably the cost of government, but will help us to prevent the policy of financial imperialism planned by the un-American results of privilege and monopoly—our billion-aires and near billionaires."

Rejects Idea of Canadian Law For Compulsory Arbitration

In a recent speech from the floor of the Senate, Sen. Borah of Idaho stated that he did not see just how those who are advocating the Canadian arbitration law for this country, or any law for effective compulsory investigation and arbitration, are going to get by certain well-established legal principles.

"There seems to be an impression that the whole thing is made easy because we are to deal with a body of men and not a single individual. In other words, it is supposed, apparently, that while you cannot compel an individual to work or to punish him because he quit work. To say that the concerted action of powerful bodies of men shall not be permitted to stop the industrial process of the nation does not meet the situation at all. It is true, however, that powerful bodies of men acting together may quit work and may decline to accept employment and if their quitting work has the effect of stopping the operation of trains it is nevertheless their right to quit.

Constitutional Rights

"A man's constitutional right, either individually or collectively, cannot be measured by the amount of injury which the exercise of his constitutional right may do to society.

"In my judgment employees have but the right to quit on account of unsatisfactory wages can never be made unlawful.

"If you can prevent men from acting collectively and as a union in regard to their wages, to their sanitary conditions and to questions of health, surroundings and such things, then you have, of course, destroyed collective bargaining absolutely and have

found a way by which to inhibit collective action upon the part of labor and it would be the beginning of the end of labor." Borah said in his speech to his Senate colleagues.

He concluded by noting that compulsory arbitration was not legal under our constitution.

Nat Lannan Elected Local 25 Secretary

We have just received a letter from Boston, stating that our International Trustee, Nathaniel Lannan, has been elected to the office of Assistant Secretary of Local No. 25, to work in the office at a salary of \$30.00 per week.

We congratulate Brother Lannan. Every one who knows him will rejoice at the fact that he has, after many years of faithful service to his union, been rewarded. This is one instance where justice, faithful work and honesty, has been appreciated. This is a new office created by the local union. As a result of the signing of their new wage scale Secretary Joseph J. Hunt, and Michael O'Donnell, business agent, will be needed on the street all the time to attend to the grievances of the union.



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